




3 1761 11767814 4

CA1  
MI320  
-80Y54

GOVT





Digitized by the Internet Archive  
in 2023 with funding from  
University of Toronto

<https://archive.org/details/31761117678144>









CAI  
MI 320  
- 80Y54

YOUTH IN THE LABOUR FORCE:  
REPORT OF A SURVEY ON YOUNG PEOPLES'  
LABOUR MARKET EXPERIENCES AND ATTITUDES

April 1980

Policy and Program Analysis  
Analyse des programmes  
et des politiques

Strategic Policy and Planning  
Politique et planification  
strategiques







CA 1  
HI 320  
-80754

YOUTH IN THE LABOUR FORCE:  
REPORT OF A SURVEY ON YOUNG PEOPLES'  
LABOUR MARKET EXPERIENCES AND ATTITUDES

April 1980



Policy and Program Analysis Branch  
Strategic Policy and Planning Group  
Employment and Immigration Canada







## CONTENTS

### SURVEY ON YOUNG PEOPLES' LABOUR MARKET EXPERIENCES AND ATTITUDES

|                                            | <u>Page</u> |
|--------------------------------------------|-------------|
| I. BACKGROUND                              | 1           |
| II. OVERVIEW                               | 3           |
| III. LABOUR FORCE ENTRY                    | 7           |
| IV. LABOUR FORCE EXPERIENCE                | 15          |
| Employment                                 | 17          |
| Unemployment                               | 30          |
| V. SEVERELY UNEMPLOYED YOUTHS              | 34          |
| VI. IMPACT OF UNEMPLOYMENT                 | 69          |
| VII. DETERMINANTS OF LABOUR FORCE SUCCESS  | 76          |
| VIII. LABOUR MARKET ASSESSMENT AND OUTLOOK | 85          |
| IX. REGIONAL ANALYSIS OF FINDINGS          | 97          |
| Atlantic                                   | 98          |
| Quebec                                     | 105         |
| Ontario                                    | 111         |
| Prairie                                    | 118         |
| Pacific                                    | 123         |
| X. CONCLUSIONS                             | 129         |
| <u>APPENDICES</u>                          |             |
| A. Questionnaire                           | 133         |
| B. Methodology                             | 152         |
| C. Labour Force Survey                     | 161         |
| D. Annual Work Patterns Survey             | 167         |
| E. Transition Probabilities                | 169         |
| F. Regression Analysis                     | 172         |
| G. Focus Group Discussions                 | 186         |





## I BACKGROUND

Concern with youth employment has grown considerably over the last decade and parallels the increase in levels of unemployment experienced by the youth segment of the labour force. By 1977 the annual youth unemployment rate stood at 14.5% compared to 5.8% for the adult labour force, and youths comprised approximately half of all the unemployed. Since unemployment is more likely to occur during the transition from school to work, youth unemployment rates are expected to be higher than those of adults. But the relative unemployment situation of youth has deteriorated in the past 10 years, with the result that by the mid-70's the likelihood of a youth being unemployed was 2.5 times greater than that for adult labour force participants compared to 2.1 times greater in the mid-60's.

A number of socio-economic influences together contributed to the escalation of youth unemployment levels. The principal structural cause emanated from demographic pressures - rapid expansion in the youth labour force - combined with a lack of experience, relevant education and training among the young participants. The cyclical influence of the overall lower levels of economic activity from 1974 to 1977 resulted in a smaller proportion of the growing number of young people entering the labour force being able to find employment. The relative increase in youth unemployment suggested that worsening economic conditions affected youths more than others.

In addition, the segment of the population aged 15-24 was increasing so that the absolute number of youths without work caused as much alarm as the rate of youth unemployment. The spectre was raised of a cohort of youth, who, developing poor employment records while entering the labour force in the 70's, would carry this handicap with them as they moved into the adult labour market.<sup>1</sup>

---

1. Ellwood, David "Teenage Unemployment: Permanent Scars or Temporary Blemishes" Preliminary draft. Arvil V. Adams and Garth L. Mangum, The Lingering Crisis of Youth Unemployment. Upjohn: Kalamazoo, Mich., 1978.

At the same time, there has been considerable speculation that attitudes toward work and toward being unemployed were changing so dramatically among youths that a serious social problem was developing.

A need was identified for more qualitative and quantitative information about youths' labour force entry and subsequent labour market behaviour and about attendant attitudes and perceptions. Thus, the goal of this survey was to add to the data on the nature and extent of youth employment and unemployment. Its particular objectives were:

1. to describe labour force patterns over a two-year period, to measure changes in salaries, and to record work difficulties and enjoyment of jobs within that period,
2. to determine the impact of unemployment on young people - in particular, hardship in either financial and/or social terms;
3. to examine labour market success and failure - in particular, to isolate any distinguishing characteristics of young people with serious labour market difficulties and to discover which characteristics are linked to labour market success;
4. to determine which factors can be used to assist young people to move from unstable to stable employment situations and to relate these findings to Commission policy on youth;
5. to describe the attitudes of youth toward changing locations to obtain employment; the perceptions of youth about local labour markets; the perceptions of youth as to who is responsible for high levels of unemployment and their suggestions to remedy the situation.

Approximately 2800 Canadian youths between the ages of 15 and 24 who were either working, looking for work, or about to begin a job, and who were not full-time students, were interviewed in November and early December, 1977. The interviews were from one-half to one hour in length and concentrated on pre-labour force entry (counselling, education), the first job, perception of the labour market, experience of unemployment, attitudes toward mobility, and future job aspirations. Respondents were asked to report their labour force status in great detail for the two-year period just before the survey (October 1975 to September 1977, inclusive) in order to better understand labour force and job patterns. Matched with this 24-month retrospective calendar were descriptions of selected job characteristics and of respondents' activities while unemployed or out of the labour force.



## II OVERVIEW

The continual rise in the youth unemployment rate has often led analysts to the implicit assumption that unemployment is widely distributed over the youth population. The fact that unemployment rates for the 15 to 24 age group have been steadily above 10% for some time is taken to imply that most youths will experience unemployment at some point early on in their participation in the labour force. Not only is this conclusion not supported by the data in this survey but even the underlying assumption of a broad distribution of unemployment across the active youth population is called into question.

The majority of youths surveyed had no unemployment during the study period. Since sixty-two percent of the respondents recalled no unemployment during their time in the labour force over the two years investigated by the survey and 54% of respondents reported they were never out of work since finding their first full-time job after leaving school, it can be concluded that most youths were mostly employed. During the two years examined in detail, all youths were employed, on average, for 86% of their time in the labour force.

Notwithstanding the generally satisfactory performance of the youth labour force, the overall positive impression was tempered by the identification of a small group of respondents experiencing severe employment difficulties. This sub-group, comprising less than 10 percent of the sample, was found to account for over half the total months of unemployment. These were the severely unemployed who self-reported at least six, and as many as 24 months of unemployment, and who had worked for less than half their time in the labour force. The severely unemployed were more likely than all youths to have had an incomplete education, to have been out of school for some time, to have left school with little counselling and without a job lined up. Women had a greater likelihood of experiencing long-term unemployment as did youths living in regions with low levels of economic activity.

The aggregate data on months of employment and unemployment were broken down into month-by-month changes in labour force status and the resulting transition probabilities used in comparing the severely unemployed to the other youths who experienced unemployment during the two years. It was found that the magnitude of concentrated unemployment could be attributed to longer duration of spells of unemployment rather than to greater incidence. The severely unemployed had greater difficulty finding jobs when unemployed or entering the labour force but a similar probability of becoming unemployed when working.

The concentration of youth unemployment among a small proportion of youth in the labour force suggests that the youth unemployment problem has an important dimension of duration as well as incidence. Further, severe long-duration joblessness led to a loss of work experience, and was found to be associated with low earnings and lower than average job satisfaction.

It has been postulated<sup>1</sup> that the psychological effects of negative labour market experiences - whether difficulty finding jobs, under-employment, lack of opportunity for job experimentation, or unemployment - could create a cohort of discouraged, pessimistic or rebellious individuals. To the contrary, responses to the survey showed most youths, even those who had been largely unemployed, to be optimistic about the future, competitive, anxious to get ahead in their field, and confident about their ability to make plans and see them through.

Models of youths' labour market behavior stress the importance of the "entry process".<sup>2</sup> This survey studied the timing and the reasons respondents had for leaving school, the formal and informal support they received in finding jobs, the types of first jobs, respondents' reasons for

- 
1. Edward B. Harvey, "Social and Political Implications of the Employment Situation for Educated Youth", Study Proposal, November, 1977.
  2. Robert Meyer and David A. Wise, "High-School Preparation and Early Labour Force Experience" Draft October 1978.  
Lewis C. Solomon, Ann S. Bisconti and Nancy L. Ochsner, College as a Training Ground for Jobs. Praeger: New York, 1977.  
O.E.C.D., Entry of Young People into Working Life: General Report, O.E.C.D.: Paris, 1977.



leaving them or remaining there, and finally their evaluations of the advice given them and of the decisions they made. Analysis showed that variables measuring some aspects of this process were related to later labour force success both in employment and financial terms.

Employers are said to stress job experience over educational qualifications<sup>3</sup>. While the survey did not address this question directly, the data shed some light on the issue. Previous student or summer work experience did help new entrants get their first full-time jobs. Furthermore, work experience was related to success measured by earnings per month of labour force participation. However, education was, by far, the most important variable affecting labour force success and failure. Furthermore, graduation from high school rather than dropping out was the critical contributor to subsequent employment.<sup>4</sup>

As there has been some concern expressed recently as to the erosion of the labour market value of a higher education, this survey examined the labour market position of youth with post-secondary education as compared to high school graduates. While highly-educated youth and high school graduates had similar unemployment rates, overall those with a post-secondary education were employed in higher-status jobs and earned higher salaries.

The survey findings allow us to modify the view of youth unemployment characterized by high turnover and voluntary quits.<sup>5</sup> In general youths who were employed for most of the time they spent in the labour force had low rates of job turnover. Moreover, when they left jobs they were likely to quit and start new jobs without intervening periods of unemployment.

---

3. O.E.C.D. Youth Unemployment: A Report on the High Level Conference 15-16 December, 1977, Vol. 1, O.E.C.D: Paris, 1978. pp 82-83.

4. See also Howard Rosen, "The National Longitudinal Surveys: A Resource for the Development of Labour Market Policies for Youth", Prepared for the O.E.C.D. Meeting of June 7-8, 1979. pp 5-7.

5. R. Smith, "Unemployment Dynamics: Background Paper Prepared for the Long Term Study of Employment and Unemployment" Department of Employment and Immigration, November, 1977. Economic Council of Canada, People and Jobs, Ottawa, 1976. pp 75-77.

On the other hand, youths whose labour market experiences were characterized by unemployment had higher rates of job turnover and were more likely to become unemployed as a result of lay-off. Over the two-year study period respondents averaged two jobs each, including jobs which had been started before the survey period and those which were ongoing at survey time. This average was interpreted as an indicator of considerable job stability, an impression confirmed by the observation that 40% of the respondents had had only one job since leaving school and remained there at survey time.

Regional differences in attitudes and behavior of youths were recorded and they clearly reflected the range of economic conditions across the country. Youths in the Atlantic provinces and Quebec were most willing to "settle down" to permanent jobs and most likely to have experienced severe unemployment. Youths on the Prairies reported quitting a greater proportion of their jobs but were least likely to experience lengthy spells of unemployment. They were most likely to describe themselves as competitive, confident and least committed to staying at a job.

While most theories of youth unemployment cite increasing age as a major determinant of employment stability, the results of the survey only partially corroborate that hypothesis. Even though some effects of age on employment were noted, in general the differences between teenagers and youths in their early twenties were not of great significance once other factors, such as education, were held constant. However, on average, age was significantly related to a measure of success defined as average salary per month of labour force participation. Additional specific analysis of the severely unemployed revealed that aging generally does not reverse failure. Simply moving into the twenties would not alleviate serious unemployment problems of 15-19 year olds.

Overall the most important finding was the high concentration of unemployment among a small proportion of youth who experienced long-duration joblessness. Those who experience extremely unfavourable early labour market experiences would be less likely than other youths to achieve success later on, both in employment and financial terms. The survey found that there were some differences between the severely unemployed and other youths in respect of socio-economic characteristics, labour market behaviour and labour market contexts.



### III LABOUR FORCE ENTRY

Most 15-24 year olds are in the process of making the transition from full-time school attendance to full-time work. Adjustment during the entry process is a function of innumerable factors - preparation at school, initial job search and conditions at the first job. This study explored the entry phase in some detail because of its importance to later employment experience.

#### Education and Training

Notwithstanding the fact that most respondents had left school in the 1970's, a substantial number had very low levels of formal education.

TABLE 1

#### DISTRIBUTION OF RESPONDENTS BY EDUCATION

| Grade School<br>Education | High School<br>Incomplete | High School<br>Complete | Post-Secondary<br>Education |
|---------------------------|---------------------------|-------------------------|-----------------------------|
| 4%                        | 28%                       | 41%                     | 26%                         |

With respect to specific vocational preparation, about half the respondents mentioned that they had taken specialized training. Most of the training came from vocational courses and programs in the regular school system. Most who started such training completed it, and a fifth went on to additional specialized training, primarily in post-secondary institutions. The overwhelming majority of youth chose their field of training as a result of personal interest; only a fifth gave labour market reasons for their choice.

#### Reasons for Leaving School

Reasons respondents gave for why they left school varied according to their sex and level of education at school leaving. Graduation was cited by 53% of the women and 34% of the men. Among the women, 28% mentioned a job or a wish to earn money, whereas 36% of the men gave these same reasons. Over one-quarter of the men, compared to only 17% of the women, left school because they were "fed-up" or disliked it.

TABLE 2

DISTRIBUTION OF RESPONDENTS BY REASONS\* FOR LEAVING SCHOOL

| Graduated/<br>Finished | Earn Living | Had/Wanted<br>Job | "Fed-Up"/<br>Disliked School | Other Reasons |
|------------------------|-------------|-------------------|------------------------------|---------------|
| 43%                    | 21%         | 11%               | 23%                          | 13%           |

Youths of both sexes who dropped out of high school also gave "being fed-up" (47%) or wanting a job and money (38%) as their primary reasons for leaving. Those who took post-secondary training were very unlikely to be "fed-up" (13%) and usually noted graduation (52%) or employment (32%) as their reasons.

Almost three-quarters of the youth felt, in retrospect, that leaving school when they did was a good decision and they provided a number of reasons to support their claims. Many respondents stayed until they graduated, while others felt they had made the right decision because they did not like school or thought they were not learning anything. Some had the skills to get a job right away and others felt that they would not have been further ahead with more education.

The women in the sample felt more strongly than the men that leaving school when they did was a good decision, reflecting the fact that more women stayed until graduation. For the same reason higher percentages of the youth with greater education (85% of those with post-secondary education) felt that leaving school when they did was a good decision.

Of those youth who felt it was a bad decision, the most often-cited reason was their later discovery that they needed more education to get better jobs.

---

\*Some respondents provided more than one reason. It should also be noted that the responses are the youths own explanations of why they left school when they did, and may not reflect school-leaving statistics.



In general, the respondents were quite positive about their transition from school to the labour force, either because of their disenchantment with school and/or their strong motivation to work for pay.

### Job and Career Counselling

Experience with and quality of job and career counselling from various sources were examined in the survey. Approximately 60% of the youth claimed that they did not receive advice about jobs or careers from teachers or counsellors while at school. Those youth who had recently left school were more likely to have received advice than those who had been out of school five years or longer (47% vs 31%). This may reflect a growing concern of the educational system to make students aware of the labour market and career possibilities. Respondents who were mostly employed during their early labour market experiences were more likely to have received advice compared to those who experienced considerable unemployment.

Only 30% of the high school dropouts received advice compared with 47% of high school graduates. This may be a result of the timing of the advice and counsel provided to students - it is offered generally only in the more senior grades.

Almost three-quarters of the youth felt the advice received was good; a further 14% stated it was bad, and the remainder (14%) were not sure of its value. Of those who felt the job and career advice received at school was good, many mentioned that they were accurately informed about work conditions. Others reported that the advice was good since they were encouraged to remain in school or get training. Some stated that the counselling actually helped them to obtain jobs and a few mentioned psychological support in the form of encouragement and building of self-confidence.

It is noteworthy that almost twice the proportion of unemployed youth as employed youth (status at the time of the survey) stated that the advice to stay in school - which they had received and generally ignored - was, in retrospect, "good" advice.

Of the small number of respondents who felt the school counselling was poor, some mentioned that the advice was not useful, incorrect, or vague. Others commented that the counsellors and teachers used the wrong approach, and still others mentioned that the advice actually started them in the wrong direction.

Approximately 60% of the youth did not recall receiving career advice from anyone else, that is, parents, other relatives, friends, etc. The teenagers were more likely than 20-24 year olds to have received advice from persons other than teachers or counsellors. This also held true for youth who had left school more recently. The majority (75%) of the youth said the source of advice was parents and 83% felt the advice was good, those youth still living with their parents feeling most positive. Those living alone or with their peer group had slightly less favourable evaluations. This is not really surprising as one would expect youth who live with their parents to value parental advice more than would youths who were on their own.

According to the respondents, the information received from parents, other relatives and friends was accurate and provided them with needed encouragement. Most were advised to stay in school, especially those who later experienced difficulties in the labour market. Looking back, the youth felt that advice to stay in school was good although a fairly high proportion (28%) had, in fact, dropped out of high school.

### Finding the First Job

The strong pull of "having a job" and "earning money" operated in concert with dissatisfaction with school or a sense of completion upon high school graduation. In fact over half the youths already had a job, or a job lined up, when they left school. Only 36% of those who later had severe



unemployment were in this position at school-leaving compared with 62% of those who subsequently reported that they were almost continuously employed.

Half of the youth with a job or job lined up reported that it was the type of job they really wanted. Youths who were unemployed for much of their time in the labour force in the two-year observation period were less likely to report that the job they had lined up was one they really wanted.

It is interesting that the youth with post-secondary education were most likely to have set themselves up with a job which was personally desirable (60%) and high school dropouts were least likely (37%) to be in the same situation.

Slightly less than half the respondents who did not have employment lined up on leaving school declared they were seeking specific jobs or particular types of jobs. The 15-19 year old men generally appeared to have been the least particular and the 20-24 year old women tended to have been the most selective in their job search. Furthermore, youth who had just come out of school in the year prior to the survey tended to be more selective in their job search as compared with youth who had left school several years before. More discriminating job search conducted by recent entrants may reflect a growing concern with job satisfaction.

The current labour market was more difficult for youth as compared with the labour market of at least five years before. Of the youth who admit to being particular five or so years ago, 71% obtained the type of job they were seeking. Of the youth who left school within the year before the survey, a lower proportion (49%) were fortunate enough to find the specific type of job which they were seeking.

TABLE 3

DISTRIBUTION OF RESPONDENTS BY METHODS\* OF FINDING FIRST FULL-TIME JOB

| Direct<br>Applications | Friends/<br>Relatives | Previous<br>Job | Ads/<br>Agencies | CMCs | School | Other<br>Methods |
|------------------------|-----------------------|-----------------|------------------|------|--------|------------------|
| 34%                    | 33%                   | 10%             | 10%              | 7%   | 6%     | 4%               |

---

\*Some respondents mentioned more than one method.

The most common and effective job search techniques used by the youths to find their first full-time jobs were filling out applications and contacting friends and relatives. Most other methods, such as referrals by the school or Canada Manpower Centres, and using newspaper ads and employment agencies, were only mentioned occasionally.

The effectiveness of various job-search techniques seems to have been changing over the last number of years. Youths who left school five or more years before the survey were much more likely to find their first jobs simply by submitting applications than were youths who entered the labour force in the year preceeding the survey. Finding a job through friends and relatives was slightly more common among recent entrants.

Further, one in seven respondents who had left school during the year before the survey obtained their first full-time jobs as a result of past part-time or summer work. This was more than double the proportion of youth who found their job in this manner five or more years before. Furthermore, this method of finding a first job was strongly associated with later employment success. This finding corroborates the existence of a more demanding and competitive labour market in which previous experience is a marginal advantage which establishes some youths in stable career patterns immediately on labour force entry.

Despite the fact that the majority of the respondents had entered a slow labour market when they left school, approximately one-half of them reported finding their first full-time job within one month of leaving school. Another 27% found full-time employment in two to six months from the time they left school. Youths with more education took less time than did those who had only grade school or some high school. Youth who had been out of school for a number of years were slightly more likely to have found a job immediately than those youth who left within the year previous to the survey, when economic conditions were relatively slack.



### Types of First Jobs

The occupation and industry of the first job was heavily determined by the sex of the respondent. Well over half of the young men (58%) worked as skilled labourers or in semi-skilled and unskilled jobs. An equal proportion of the women worked first as clerks and typists, or in sales occupations - presumably as salesclerks, cashiers and so on.

More of the 20-24 year olds than the 15-19 year olds entered professional, technical, or managerial jobs. More of the teenagers found unskilled labour or personal service jobs - as waiters and waitresses, delivery persons, drivers and building cleaners. As age and educational attainment are generally related, this is more likely a result of education and training rather than strictly age related.

More than half the youths who entered the labour force with completed post-secondary training found jobs in professional or technical fields. Yet, fully one-third of those with high school or some post-secondary training began working in clerical or stenographic occupations. The scope of employment opportunities for high school dropouts was clearly restricted; more than half found first jobs in blue collar labour.

### Duration of First Job

It is significant that 40% of the respondents who had ever worked full-time were still employed at their first jobs. Of youth who left school less than one year before the survey, 68% were at their first jobs and a full 15% of youth out of school five or more years demonstrated the same stability.

Looking both at respondents still at the first job and those who had left it, one in five had stayed in their first full-time job for a minimum of two years.

Stability was linked to age, sex and level of education, with women staying at their first jobs slightly longer than men, older youths of both sexes being more stable than younger ones, and youths with greater education staying

longer than those who did not complete high school. Married youth also appeared to be more stable as measured by time at first job.

A substantial proportion (40%) of the youth who had left their first jobs were unable or unwilling to record why they had followed that course of action. Of those who provided a reason, most said they had quit, were laid-off, or had been employed at a temporary job.

It is important to note that quitting was not necessarily a negative behaviour for these youth. While the most successful youths had low turnover rates they were most likely to have quit their first jobs as opposed to having been laid off. Of those who provided details on why they quit, the same successful group was most likely to say, "I found a better job". A substantial proportion of voluntary turnover from the labour force entry job may well be positively related to future stability and successful labour force participation. This type of turnover is planned and does not result in a spell of unemployment.



#### IV LABOUR FORCE EXPERIENCE

The 24-month retrospective calendar of respondents' labour force activities was an important source of data gathered in the survey and permitted considerable analysis of youths' labour force experiences. The detailed activities reported for each month were first classified into three major categories - employed(E), unemployed(U), and not in the labour force(N).

Activities which were categorized as not in the labour force included full-time school, homemaking, pregnancy, illness, vacationing or relaxing, and the like. Unless youths reported themselves as working or unemployed, they were categorized as N. Unemployment was self-reported and the definition did not involve screening techniques using the criterion of active job search.

Where two activities were carried out simultaneously for the full month, employment took precedence. In the case of one activity for three weeks and another for the remaining week, the activity for the longest period was used in assigning an E, U or N for that month. When the respondent reported exactly half the month spent in one activity and half in another, the activity in the first two weeks of the month was used in designating the monthly labour force status.

The sum of E's, U's, and N's was calculated for each respondent and new variables were derived using the summed values. The "work ratio" was defined as the sum of the months of employment divided by the sum of the months of both employment and unemployment during the two-year period. The "work ratio" was an expression of success since a higher number indicated the respondent was employed for a greater portion of the time spent in the labour force.<sup>1</sup>

$$\text{Wk Ratio} = \frac{\sum_{1}^{24} E}{\sum_{1}^{24} E + \sum_{1}^{24} U}$$

- 
1. In this report respondents are often categorized according to their "work ratio" as successful or having a strong employment record (WK Ratio  $\geq 90\%$ ), moderately successful or having a mixed employment record ( $51\% \leq \text{WK Ratio} \leq 89\%$ ) or unsuccessful or having a poor employment record (WK Ratio  $\leq 50\%$ ).

The "unemployment ratio" had as a numerator the sum of the months of unemployment while using the same total of months of employment and unemployment as the denominator. A high "unemployment ratio" was a measure of a lack of success as it indicated that the better part of time in the labour force was spent in a state of unemployment.

$$\text{Un Ratio} = \frac{\sum_{i=1}^{24} U}{\sum_{i=1}^{24} E + \sum_{i=1}^{24} U}$$

### Overview of Labour Force Experience

Out of the 2,800 respondents to the survey, a little over 2,700 youths contributed usable data covering their activities from October, 1975 to September, 1977. The average duration of employment was 15.7 months and the average time spent unemployed and not in the labour force were 2.5 months and 5.8 months respectively. The youths had worked an average of 86 percent of the time they had been in the labour force within the two-year calendar period and had been unemployed for 14 percent of the time.

TABLE 4

#### DISTRIBUTION OF RESPONDENTS BY MONTHS EMPLOYED AND UNEMPLOYED, AND IN THE LABOUR FORCE OVER TWO-YEAR PERIOD

| <u>Months Employed</u> | <u>N = 2715</u><br><u>%</u> | <u>Months Unemployed</u> | <u>N = 2715</u><br><u>%</u> | <u>Months in Labour Force</u> | <u>N = 2715</u><br><u>%</u> |
|------------------------|-----------------------------|--------------------------|-----------------------------|-------------------------------|-----------------------------|
| 0 months               | 2.1                         | 0 months                 | 61.8                        | 0 months                      | 0                           |
| 1-6 months             | 17.6                        | 1-6 months               | 24.5                        | 1-6 months                    | 13.0                        |
| 7-12 months            | 14.1                        | 7-12 months              | 7.7                         | 7-12 months                   | 9.4                         |
| 13-18 months           | 19.9                        | 13-18 months             | 3.7                         | 13-18 months                  | 16.5                        |
| 19-24 months           | 46.2                        | 19-24 months             | 2.3                         | 19-24 months                  | 61.1                        |
|                        | <u>100.0</u>                |                          | <u>100.0</u>                |                               | <u>100.0</u>                |



A. Employment

Overall, "work ratio" or percent of time employed over the two-year period was found to be related to several demographic variables. A strong consistent relationship emerged between education and percentage of time employed. Age had an influence on time employed only insofar as it was reflecting the effect of education. Regional differences resulted from the varying opportunities for employment across the country. Another variable which was found to be related to employment was personal income with youths having the highest salaries also having the highest proportion of time employed.

TABLE 5

SUMMARY STATISTICS - EMPLOYMENT OVER TWO-YEAR PERIOD

Respondents With Some Employment  
N = 2658

|                                           |              |
|-------------------------------------------|--------------|
| Proportion of total sample                | 98%          |
| Average number of months employed         | 16 months    |
| Average number of jobs                    | 2 jobs       |
| Average duration of each job <sup>2</sup> | 8 months/job |

Analysis of data provided by respondents who had worked in the two-year calendar period revealed that 42% had one job and 33% had two jobs. A further 17% had three jobs and a few youths had four or more jobs.

---

<sup>2</sup> All jobs in the 24 month calendar were included in calculations of duration, whether or not they commenced and/or terminated during the two-year period.

Of the respondents who had some employment in the two years, only a fifth (20%) had been in the labour force for one year or less, with 11% reporting labour force experience of 6 months or less. The majority (62%) of respondents with employment had entered the labour force more than eighteen months prior to the survey. Looking at the number of jobs by years since leaving school presents further detail on employment experience.

TABLE 6  
DISTRIBUTION OF RESPONDENTS WITH EMPLOYMENT BY NUMBER OF JOBS BY YEARS  
SINCE LEAVING SCHOOL

|                            | <u>Years since leaving school</u> |                 |                  |                 | Total           |
|----------------------------|-----------------------------------|-----------------|------------------|-----------------|-----------------|
|                            | Less than 1                       | 1-2             | 2-5              | 5 or more       |                 |
| <u>Number of Jobs Held</u> | N=694<br>%                        | N=435<br>%      | N=1049<br>%      | N=470<br>%      | N=2656<br>%     |
| 1 job                      | 38                                | 37              | 43               | 50              | 42              |
| 2 jobs                     | 38                                | 39              | 28               | 28              | 33              |
| 3 jobs                     | 14                                | 17              | 19               | 16              | 17              |
| 4 or more jobs             | <u>10</u><br>100                  | <u>7</u><br>100 | <u>10</u><br>100 | <u>6</u><br>100 | <u>8</u><br>100 |

As can be seen in Table 6, the youths who had been out of school the longest were most likely to have only one job in the two years. It would appear that turnover subsided as the youths settled into jobs on a more permanent basis.



TABLE 7

AVERAGE NUMBER AND DURATION OF JOBS IN TWO-YEAR  
PERIOD BY SEX, AGE, EDUCATION AND LIVING STATUS

|                          | <u>Average Number<br/>of Jobs</u> | <u>Average Duration of<br/>Each Job (months)</u> |
|--------------------------|-----------------------------------|--------------------------------------------------|
| <u>Sex</u>               |                                   |                                                  |
| Male                     | 2.1                               | 7.9                                              |
| Female                   | 1.8                               | 8.5                                              |
| <u>Age</u>               |                                   |                                                  |
| 15-19                    | 2.0                               | 5.9                                              |
| 20-24                    | 1.9                               | 9.5                                              |
| <u>Education</u>         |                                   |                                                  |
| Grade & Some High School | 2.1                               | 7.4                                              |
| High School Complete     | 1.9                               | 9.1                                              |
| Post-Secondary Education | 1.9                               | 7.8                                              |
| <u>Living Status</u>     |                                   |                                                  |
| Parents                  | 2.0                               | 7.5                                              |
| Spouse                   | 1.8                               | 10.9                                             |
| Other                    | 2.0                               | 7                                                |
| <u>All Respondents</u>   | 2.0                               | 8.1                                              |

Overall, the average duration of each of the jobs described in the calendar was eight months. As can be seen in Table 7, women, older youths, married respondents and high school graduates demonstrated the greatest stability in employment behaviour, having had the longest job duration and the least turnover.

While it might have been expected that successful youths would have undergone a period of experimentation and changed jobs frequently in fact they had a very stable employment pattern. Compared to less successful respondents, they had fewer jobs, staying much longer at each job.

## Conditions of Employment

### Salaries

Looking at all jobs described in the calendar where salary was reported, the average salary for all youths was \$635 a month over the two-year period. Teenaged women earned, on the average, \$418 and 20 to 24 year old men earned \$801, which was the widest spread. Youth in Quebec earned the lowest salaries (\$593 per month) and those in B.C. were the highest wage-earners, averaging \$718 per month.

Youth living with parents were less likely than those in other living arrangements (spouse, peers, alone) to be earning higher salaries and this was related to their age and lack of experience. As can be seen in Table 8, labour force experience as judged by years since school leaving, was related to salary.

TABLE 8

AVERAGE MONTHLY SALARY OF JOBS HELD IN TWO YEARS BY SEX-AGE,  
YEARS SINCE LEAVING SCHOOL, AND EDUCATION OF RESPONDENTS

| <u>Sex-Age</u> | <u>Average<br/>Monthly<br/>Salary</u> | <u>Years Since<br/>Leaving School</u> | <u>Average<br/>Monthly<br/>Salary</u> | <u>Education</u>          | <u>Average<br/>Monthly<br/>Salary</u> |
|----------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------|---------------------------------------|
| Males 15-19    | \$560                                 | Less than 1 yr.                       | \$499                                 | Grade School              | \$647                                 |
| Males 20-24    | \$801                                 | 1-2 years                             | \$620                                 | High School<br>Incomplete | \$610                                 |
| Females 15-19  | \$418                                 | 2-5 years                             | \$678                                 | High School<br>Complete   | \$614                                 |
| Females 20-24  | \$614                                 | 5 or more yrs.                        | \$755                                 | Post-Secondary            | \$690                                 |
| <u>Total</u>   | \$635                                 | <u>Total</u>                          | \$635                                 | <u>Total</u>              | \$635                                 |

It was not expected that respondents with grade school education would have earned salaries higher than high school graduates and that high school dropouts and graduates would be earning similar salaries. However, this may be explained by the influence of years of experience, as youths who did not

complete high school would have been out of school longer than the average. It might also be related to the type of work performed, as in some types of employment peak salaries are reached in a comparatively short time.

Overall, those youth with strongest work history patterns tended to be earning higher salaries than those youth with weak employment records. In fact, they were more than twice as likely to have had average salaries of \$800 or more (28% vs. 12%).

Whenever a respondent had two or more jobs, the differences between monthly salary in the first and last recorded job was measured. For 60% of these respondents an increase of 10% or more had occurred. Because many youths had moved into full-time employment from part-time jobs the average increase in salary between first and last jobs was considerable. However, looking only at youths who went from one full-time job to another, the average gain in salary was, nevertheless, as high as 30%. On the other hand, 17% of the sample reported a decrease of 10% or more from their most remote to their most recent job.

#### Enjoyment of Jobs and Difficulties with Jobs

The majority of youth enjoyed most of the jobs described in the two-year calendar. Overall, youth enjoyed 86% of their jobs on average. Youths in their twenties, those with the highest personal incomes, those with the most formal education, the most experience and those with the strongest employment records, were most likely to have enjoyed their jobs.

Youths who had dropped out of high school enjoyed fewer of their jobs compared to youths with either more or less schooling which may be a reflection of their unrealistic job expectations. Youths with grade school education may have lower expectations and those with high school or post-secondary education may have had more of their expectations met or have been more realistic.

What is most interesting is that Quebec youth had a greater likelihood of enjoying their jobs and B.C. youth expressed lower than average job



satisfaction, despite the fact that B.C. youth had the highest salaries and highest salary increases, and Quebec youth had the lowest salaries and lowest salary increases.

The majority of youth reported that they did not experience difficulties of any nature at their jobs. Overall, the youth experienced difficulties, including problems associated either with conditions of employment and/or task performance, in 15% of their jobs.

There was a consistent relationship between level of educational attainment and experience of difficulties. Youths who had not completed high school had more job difficulties than those with high school or post-secondary education. In general, respondents who were employed most of the time reported the least difficulties.

### Occupations

Very interesting patterns emerged from an analysis of youth employment in the various occupations. Youths worked mainly in three areas: clerical and secretarial employment (29%), service jobs such as food service, and home delivery, and occupations classified as semi-skilled or unskilled (28%). In spite of generally similar characteristics and labour force behaviour, young men and women in this sample seemed to follow traditional sex-stereotypes with respect to occupation.

Women constituted 77% of the clerical and typing group and had a lower than average rate of unemployment of 7.3%. Over half the youth who had ever worked in these occupations had spent over one year performing clerical or secretarial work, which indicated high occupational stability. Clerks and typists had a low rate of unemployment but this group had, as well, low wages - only 17% of youths who worked in this area had salaries of \$800 or more per month.

Youths 15-19 years of age were overrepresented in service occupations as were high school dropouts. Only 15% of the youths who worked as waiters,

TABLE 9

YOUTH EMPLOYMENT BY OCCUPATIONS OVER TWO YEARS

|                                                                                                               | Professional/<br>Technical | Managerial/<br>Supervisory | Clerks/<br>Typists    | Sales                 | Service-A*            | Service-B**           | Skilled               | Semiskilled/<br>Unskilled | All Youth<br>with<br>Employment                                                |
|---------------------------------------------------------------------------------------------------------------|----------------------------|----------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|---------------------------|--------------------------------------------------------------------------------|
| Distribution of R's<br>with any employment<br>by occupation (Some<br>R's worked in more<br>than 1 occupation) | 11%                        | 6%                         | 29%                   | 15%                   | 7%                    | 22%                   | 21%                   | 28%                       |                                                                                |
| Age: % Teens<br>% 20-24 yrs                                                                                   | 9<br>91<br>100             | 13<br>87<br>100            | 34<br>66<br>100       | 42<br>58<br>100       | 33<br>67<br>100       | 50<br>50<br>100       | 31<br>69<br>100       | 43<br>57<br>100           | 35<br>65<br>100                                                                |
| Sex: % Males<br>% Females                                                                                     | 40<br>60<br>100            | 63<br>37<br>100            | 23<br>77<br>100       | 37<br>63<br>100       | 42<br>58<br>100       | 51<br>49<br>100       | 86<br>14<br>100       | 83<br>17<br>100           | 53<br>47<br>100                                                                |
| Education:<br>% H.S. Dropouts<br>% Gr. Sch.<br>% H.S. Grads.<br>% Post-Secondary                              | 8<br>23<br>69<br>100       | 18<br>36<br>46<br>100      | 19<br>53<br>29<br>100 | 29<br>41<br>30<br>100 | 26<br>41<br>33<br>100 | 42<br>39<br>19<br>100 | 42<br>41<br>17<br>100 | 46<br>35<br>19<br>100     | 32<br>42<br>27<br>100                                                          |
| % of youth who<br>worked in occupa-<br>tion with current<br>income of \$800<br>per month                      | 49%                        | 30%                        | 17%                   | 15%                   | 23%                   | 15%                   | 39%                   | 27%                       | 27% of<br>R's were<br>earning<br>\$800+ per<br>month                           |
| % of youth who<br>worked in this<br>occupation and<br>were currently<br>unemployed                            | 5.4%                       | 7.0%                       | 7.3%                  | 10.3%                 | 10.4%                 | 13.7%                 | 14.0%                 | 16.2%                     | 11.3% of<br>R's who had<br>worked in 2<br>yrs. were<br>currently<br>unemployed |
| % of R's with<br>employment in<br>occupation who<br>held more than<br>1 job in<br>occupation                  | 25%                        | 16%                        | 30%                   | 20%                   | 22%                   | 33%                   | 33%                   | 38%                       | 58% of<br>R's had more<br>than 1 job                                           |

\* Service-A - (e.g. watchmen, police, fire fighters, post-office sorters and mailmen, orderlies, day care workers, teaching assistants, nursing assistants)  
 \*\* Service-B - (e.g. maids, gardeners, waiters, hairdressers, taxi drivers, janitors, handymen, movers, delivery men, ambulance drivers, short order cooks)

waitresses, delivery and moving men, and the like, were earning \$800 or more per month at the time of the survey.

The semi-skilled and unskilled fields of work were dominated by men 15-19 years old and youths who had dropped out of high school. Youth with grade-school education were also overrepresented in the least skilled occupations. Respondents who had worked in these occupations had the highest rate of unemployment - 16.2% at the time of the survey.

The group of youths who had worked in the skilled occupations (21% of all the youths who had worked during the two-year calendar period) was comprised mainly of men and 20-24 year olds. Approximately 40% of these youths had personal incomes in excess of \$800 at the time they were interviewed in spite of the fact that a substantial number were high school dropouts. Overall, these youths did well in terms of earning high salaries with less formal education than average. Nevertheless, they also had a substantial rate of unemployment of 14%.

The professional and technical occupations (11% of youth worked in this area) were dominated by 20-24 year olds with high personal incomes (half were earning \$800/month or more). This group of professionals was highly educated - almost 70% had post-secondary education - and had an unemployment rate of only 5.4%. These youths were truly the "cream of the crop". Overall, the youth in professional and managerial groups were doing well - high salaries and low unemployment, but most of them had deferred earning for a time by staying in school longer.

The small proportion of youths (6%) who worked in managerial and supervisory positions were also high wage-earners (38% in the top income brackets) and this field tended to be dominated by older, male respondents. Not unexpectedly, they had a lower than average unemployment rate of 7.3%.



There was a very strong relationship between education and employment in the various occupations in the expected direction - those with the highest education overrepresented in the professional and technical categories and underrepresented in the service and unskilled occupations.

There was also a very clear association between employment in a given field and unemployment rate at the time of the survey. Youth who had at some time worked in the professional categories had the lowest rate and those who worked in the unskilled areas had the highest rate of unemployment.

### Industries

Employment was not distributed uniformly among industrial categories. The retail/wholesale industry provided 41% of the youths with some employment during the two-year period. About 23% of the youths worked in the manufacturing sector, 17% worked in health/education, and the same percent worked in the hotel/restaurant/leisure industry. Fewer youths worked in government administration (12%), finance (10%), construction (9%), transportation (8%) or farming (4%).

Both the retail/wholesale sector and the hotel industry tended to employ teenagers, with young men working in retail/wholesale and young women in the hotel areas. Of the two industries, hotel work was inferior if judged by salaries and the unemployment rate of youth who had worked in that field. It should be noted that youth who were employed in hotel jobs were generally less educated than those who had worked in the retail/wholesale industry.

Men were overrepresented in the manufacturing sector, as were high school dropouts. At the time of the survey, salaries for the youths who had worked in manufacturing were average, but their unemployment rate was somewhat higher than average.

TABLE 10

YOUTH EMPLOYMENT BY INDUSTRIES OVER TWO YEARS

|                                                                                               | Primary | Government Administration | Manufacturing | Construction | Transportation/Utilities | Retail/Wholesale | Finance | Health Education | Hotels Recreation | All Youth with Employment                                       |
|-----------------------------------------------------------------------------------------------|---------|---------------------------|---------------|--------------|--------------------------|------------------|---------|------------------|-------------------|-----------------------------------------------------------------|
| Distribution of R's with any employment by industry (Same R's worked in more than 1 industry) | 4%      | 12%                       | 23%           | 9%           | 8%                       | 41%              | 10%     | 17%              | 17%               |                                                                 |
| Age: % Teens                                                                                  | 35      | 24                        | 31            | 36           | 33                       | 42               | 26      | 22               | 53                | 35                                                              |
| % 20-24 yrs                                                                                   | 65      | 76                        | 67            | 64           | 67                       | 58               | 74      | 78               | 47                | 65                                                              |
|                                                                                               | 100     | 100                       | 100           | 100          | 100                      | 100              | 100     | 100              | 100               | 100                                                             |
| Sex: % Males                                                                                  | 76      | 51                        | 72            | 90           | 65                       | 57               | 23      | 27               | 39                | 53                                                              |
| % Females                                                                                     | 21      | 47                        | 28            | 10           | 35                       | 43               | 77      | 73               | 61                | 47                                                              |
|                                                                                               | 100     | 100                       | 100           | 100          | 100                      | 100              | 100     | 100              | 100               | 100                                                             |
| Education:                                                                                    |         |                           |               |              |                          |                  |         |                  |                   |                                                                 |
| % H.S. Dropouts                                                                               | 37      | 21                        | 43            | 47           | 24                       | 33               | 14      | 21               | 40                | 32                                                              |
| % Gr. Sch.                                                                                    | 33      | 42                        | 37            | 37           | 51                       | 43               | 50      | 35               | 38                | 42                                                              |
| % H.S. Grads                                                                                  | 30      | 37                        | 19            | 16           | 26                       | 24               | 37      | 44               | 23                | 27                                                              |
| % Post-Secondary                                                                              | 100     | 100                       | 100           | 100          | 100                      | 100              | 100     | 100              | 100               | 100                                                             |
| % of youth who worked in industry with current income of \$100 per month                      | 30%     | 31%                       | 27%           | 4%           | 30%                      | 20%              | 23%     | 27%              | 12%               | 27% of R's were earning \$100 per mo                            |
| % of youth who worked in this industry and were currently unemployed                          | 17.4%   | 9.7%                      | 14.4%         | 15.7%        | 10.8%                    | 11.2%            | 5.8%    | 9.9%             | 14.2%             | 11.3% of R's who had worked in 2 yrs. were currently unemployed |
| % of R's with employment in industry who held more than 1 job in industry                     | 25%     | 20%                       | 20%           | 40%          | 17%                      | 36%              | 17%     | 22%              | 37%               | 58% of R's had more than 1 job                                  |

Young people, mainly women, who worked in the health/education field were well educated, but despite their qualifications did not earn very high salaries (only 27% were in the top income category). Nonetheless, this sector provided fairly stable employment (unemployment rate of 9.9%) for the mainly 20-24 year old group.

Youths who held employment in government administration were doing well when interviewed. About one-third (31%) were earning over \$800 per month and their unemployment rate was 9.7%. A high proportion of 20-24 year olds worked in government administration.

Financial institutions such as banks, insurance and real estate companies provided stable employment (unemployment rate of 5.8% for youths who worked in finance) and slightly lower than average salaries. These jobs were mainly held by for women who were 20-24 years old and youths who completed high school or who had some post-secondary education.

The construction industry, which was dominated by men and high school dropouts, produced high salaries for its young employees (45% earned \$800 or more). However, the element of risk was higher than in other industries - 15.2% of the youths who had worked in this area were unemployed at the time of the survey. Youths who worked in the construction industry were doing well on the salary dimension, and very poorly on job security.

Generally, the youths who had worked in government administration and finance, and health/education sectors were doing relatively well, and youths who had worked in the hotel industry were faring the worst.

#### Reasons for Separation from Jobs

Examination of the reasons for job terminations which had occurred over the two year period was most revealing, particularly when analyzed in the context of successful and non-successful employment records over the same time



span. The majority of jobs (55%) were terminated as a result of voluntary separations by the youths. Lay-offs accounted for 22% of terminations and temporary jobs for 14%.

The percentage of jobs quit differed markedly between youths with a high proportion of unemployment and those with a low proportion of unemployment in the two years. Among those who were mainly employed, 62% of the terminated jobs were quit whereas among the group of youths who experienced considerable unemployment, quits accounted for only 38% of terminations.

At the time of the survey 41% of jobs held during the calendar period were still on-going. Not unexpectedly, half of the jobs held by the most successful group during the two years were on-going compared to only 30% of the jobs described by the least successful youths. Furthermore, 37% of jobs terminated in the least-employed group ended due to layoffs, compared with a 15% layoff rate for terminated jobs held by the highly-employed group.

TABLE 11

REASONS FOR JOB TERMINATION IN THE TWO YEAR PERIOD  
BY OVERALL WORK RECORD OF RESPONDENT

| Reason<br>for<br>Separation                                        | Jobs Terminated<br>by Respondents<br>with poor<br>Employment Records<br>(N = 316) | Jobs Terminated<br>by Respondents<br>with Mixed<br>Employment Records<br>(N = 1216) | Jobs Terminated<br>by Respondents<br>with Strong<br>Employment Records<br>(N = 1532) | All Jobs<br>Terminated<br>(N = 3065) |
|--------------------------------------------------------------------|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------|
| Quit                                                               | 38                                                                                | 49                                                                                  | 62                                                                                   | 55                                   |
| Fired                                                              | 5                                                                                 | 5                                                                                   | 2                                                                                    | 4                                    |
| Laid off                                                           | 37                                                                                | 27                                                                                  | 15                                                                                   | 22                                   |
| Temporary<br>Job Ended                                             | 17                                                                                | 13                                                                                  | 15                                                                                   | 14                                   |
| Other Reasons                                                      | 2                                                                                 | 4                                                                                   | 4                                                                                    | 4                                    |
| Reasons Not<br>Given                                               | 2                                                                                 | 2                                                                                   | 2                                                                                    | 2                                    |
|                                                                    | 100                                                                               | 100                                                                                 | 100                                                                                  | 100                                  |
| Termination Rate (% of<br>Jobs separated from<br>in the two years) | 70.5                                                                              | 70.1                                                                                | 50.3                                                                                 | 58.6                                 |
| % of jobs still on-<br>going at time of survey                     | 29.5                                                                              | 29.9                                                                                | 49.7                                                                                 | 41.4                                 |
|                                                                    | 100                                                                               | 100                                                                                 | 100                                                                                  | 100                                  |

Overall, then, there was lower turnover in the most successful group which was for the most part voluntary and did not lead to spells of unemployment. Among the least successful youths, turnover was higher, and more likely to be due to layoffs, and probably did result in spells of unemployment. Voluntarily quitting a job did not necessarily appear to be a negative action, and in fact, for the successful youths, it was often a controlled transfer to a "better" job.

Among youths who quit, 15-19 year olds were overrepresented as were men and high-school dropouts. The youths in the Prairies had a higher than average tendency to quit whereas the youths from the Atlantic region were underrepresented among quitters. It appears that the prospect of finding another job quickly influenced the decision to quit. Main wage-earners constituted a lower proportion of quitters than of the entire sample and it may be postulated that financial responsibility operates as a deterrent to voluntary leaving. The youths with the highest salaries at the time of the survey were least likely to have quit their jobs within the preceeding two-year period. This was not surprising as low salaries were often quoted as a reason to leave a job, so the higher-income group had less motivation to quit. Furthermore, most of the youths with the highest salaries were in the group with the highest employment ratios and lowest job turnover.

Men, high school dropouts and youths in the Atlantic region were overrepresented among those who had been laid off. More than one-quarter of youths who had been laid off were unemployed at the time of the survey.

The youths who had left temporary jobs were very likely to have been in the labour force for only a short time. As well, the highly-educated group was overrepresented among youths who had separated from temporary jobs probably because they held short-term jobs between school terms.

## B. Unemployment

Percent of time unemployed, or "unemployment ratio" was related to a number of variables. Among these, education appeared to have the strongest influence, with less-educated youth having the most time unemployed. It was also evident that region had an important effect on the proportion of time spent jobless. As could be expected personal and household income were found to be related to time unemployed - those with the most time unemployed having the lowest incomes.

TABLE 12

### SUMMARY STATISTICS - UNEMPLOYMENT OVER TWO-YEAR PERIOD

Respondents With Some Unemployment  
N = 1036

|                                                             |                  |
|-------------------------------------------------------------|------------------|
| Proportion of total sample                                  | 38.2%            |
| Average number of months unemployed                         | 6.5 months       |
| Average number of spells                                    | 1.5 spells       |
| Average duration of each spell of unemployment <sup>3</sup> | 4.4 months/spell |

Analysis of data from the two-year calendar indicated that the majority of respondents did not experience any unemployment. Of all youths who were in the labour force for at least one month of the calendar period, 62% had not been unemployed at any time during the twenty-four months.

<sup>3</sup> Spells that began before the first month or continued after the twenty-fourth month were treated as completed spells for analyses undertaken in this study. Therefore, the average duration of a spell as discussed here is shorter than would be the case if entire spells were reported or only completed spells were considered.



TABLE 13

DISTRIBUTION OF RESPONDENTS BY MONTHS  
OF UNEMPLOYMENT OVER TWO-YEAR PERIOD

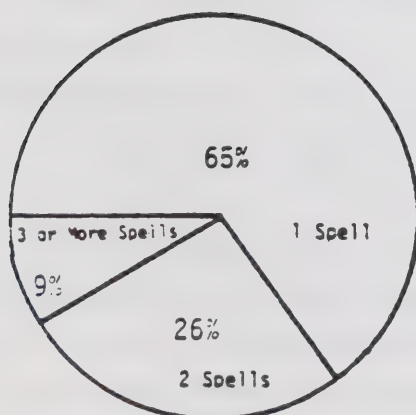
| All Respondents<br>N = 2715   |            | Respondents With<br>Some Unemployment<br>N = 1036 |            |
|-------------------------------|------------|---------------------------------------------------|------------|
| <u>Months of Unemployment</u> | <u>%</u>   | <u>Months of Unemployment</u>                     | <u>%</u>   |
| 0 months                      | 62         | 0 months                                          | 0          |
| 1 month                       | 7          | 1 month                                           | 17         |
| 2-3 months                    | 10         | 2-3 months                                        | 26         |
| 4-5 months                    | 6          | 4-5 months                                        | 15         |
| 6-12 months                   | 10         | 6-12 months                                       | 27         |
| 13-18 months                  | 4          | 13-18 months                                      | 10         |
| 19-24 months                  | 2          | 19-24 months                                      | 5          |
|                               | <u>100</u> |                                                   | <u>100</u> |

As can be seen in Table 13, the majority of youths who had some unemployment in the calendar period were out of work for less than six months. Looking at the duration of unemployment and its distribution among the sample underlines the extent of unemployment and its concentration among a small portion of the youths.<sup>4</sup>

TABLE 14

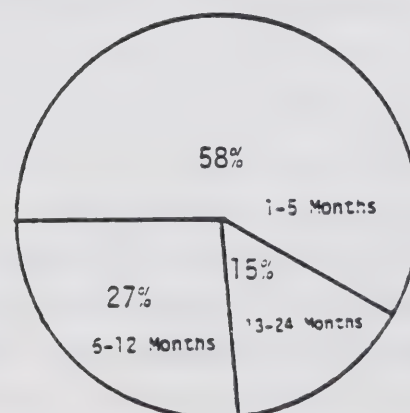
DISTRIBUTION OF RESPONDENTS WITH UNEMPLOYMENT BY  
NUMBER OF SPELLS AND MONTHS OF UNEMPLOYMENT

Spells                      N = 1,036



Average number of spells 1.47

Months Unemployed                      N = 1,036



Average number of months unemployed 6.5

<sup>4</sup> See Section V for further discussion of long-duration unemployment among youth.

The proportion with any unemployment, number of spells, and duration of unemployment varied among respondents according to their characteristics.

TABLE 15  
UNEMPLOYMENT BY SEX-AGE AND EDUCATION CATEGORIES

|                        | Respondents<br>with any<br>Unemployment<br>in Two Years<br>% | Average Number<br>of Spells of<br>Unemployment | Average Number<br>of Months of<br>Unemployment |
|------------------------|--------------------------------------------------------------|------------------------------------------------|------------------------------------------------|
| <u>Sex-Age</u>         |                                                              |                                                |                                                |
| Males 15-19            | 38.5                                                         | 1.45                                           | 5.63                                           |
| Males 20-24            | 39.8                                                         | 1.50                                           | 6.39                                           |
| Females 15-19          | 39.3                                                         | 1.42                                           | 5.56                                           |
| Females 20-24          | 36.3                                                         | 1.46                                           | 7.69                                           |
| <u>Education</u>       |                                                              |                                                |                                                |
| Grade School           | 60.3                                                         | 1.69                                           | 8.74                                           |
| High School Incomplete | 47.1                                                         | 1.57                                           | 7.50                                           |
| High School Complete   | 33.8                                                         | 1.40                                           | 6.01                                           |
| Post Secondary Educ.   | 33.1                                                         | 1.39                                           | 5.08                                           |
| <u>All Respondents</u> | 38.4                                                         | 1.47                                           | 6.49                                           |

As can be seen in Table 15, women were less likely than men to have any unemployment, but those women who were unemployed had a greater overall duration and a greater number of spells. Education was highly correlated with likelihood of experiencing unemployment spells, and duration of unemployment, those with the highest educational attainment less likely to experience unemployment have fewer spells, and shorter duration.

The relationship between region and the nature of unemployment can be explored using the data in Table 16.

While the incidence of unemployment was just about the same for Atlantic youths and B.C. youths, interesting distinctions can be made in the nature of unemployment as experienced in these regions. Youths in B.C. were more likely to have many relatively short periods of unemployment whereas in the Atlantic region the youths were likely to have fewer separate spells, each of longer duration.

TABLE 16  
UNEMPLOYMENT BY REGION

|          | <u>Respondents with<br/>Any Unemployment<br/>in Two-Years<br/>%</u> | <u>Average Number<br/>of Spells of<br/>Unemployment</u> | <u>Average Number<br/>of Months of<br/>Unemployment</u> |
|----------|---------------------------------------------------------------------|---------------------------------------------------------|---------------------------------------------------------|
| Atlantic | 44.7                                                                | 1.58                                                    | 7.68                                                    |
| Quebec   | 41.8                                                                | 1.45                                                    | 7.04                                                    |
| Ontario  | 36.4                                                                | 1.40                                                    | 6.11                                                    |
| Prairies | 31.7                                                                | 1.41                                                    | 5.73                                                    |
| B.C.     | 43.5                                                                | 1.67                                                    | 6.24                                                    |
| Canada   | 38.4                                                                | 1.47                                                    | 6.49                                                    |

The effects of experiencing unemployment were predictable. Youths with more unemployment during the retrospective calendar period later reported lower family incomes, lower personal incomes and had a much greater likelihood of being unemployed at the time of the survey.

Respondents with several periods of unemployment in the calendar were almost twice as likely to be unemployed when interviewed (32%) compared to those who had only one period of unemployment (17%). Furthermore, youths who had the most severe unemployment, as measured by number of months and proportion of time in the labour force spent unemployed, were more than twice as likely to be unemployed at the time of the survey (39%) compared to youths who had less severe unemployment (18%).



## V SEVERELY UNEMPLOYED YOUTHS

The paper has so far established that the labour market experience of youth in the survey generally has been satisfactory, as evidenced by the high proportion who never had any unemployment during the two-year period for which their work experience pattern was ascertained. Even for those who did suffer unemployment, the majority was without a job for less than 2 1/2 months per year on average.

The question to be examined in this section is whether a large part of unemployment, i.e. of the total time spent in joblessness, may be attributable to a relatively small number of persons being without work for disproportionate periods of time, and whether it is possible to identify some of the characteristics of these persons.<sup>1</sup>

In the first part of the section use will be made of distributions of unemployment by duration to show that an extremely large fraction of all unemployment is attributable to persons out of work for very long periods of time on account of prolonged and repeated spells rather than to normal turnover (short spells of unemployment followed by job attainment).

It will also be shown that over a period of time "long duration" unemployment tends persistently to hit the same individuals rather than being equally distributed across the labour force. This suggests that the distribution of unemployment is unlikely to be simply a random phenomenon caused by adjustments to fluctuating demand in different labour markets, but is more reasonably explained in terms of the personal characteristics of the severely unemployed.

---

<sup>1</sup> This is a question raised recently by Clark and Summers in their paper "Labour Market Dynamics and Unemployment - A Reconsideration" (Brookings papers on Economic Activity, 1: 1979). The approach taken here is in part patterned after their analysis.

The second part, therefore, examines the experience and behaviour in the labour market of young people suffering severe unemployment, followed by an attempt to discover whether a small number of characteristics tend to be systematically related to long-duration joblessness. Finally, the section analyzes some of the dynamic aspects of youth unemployment based on monthly gross flows data derived from the survey.

### Concentration of Unemployment

The evidence presented above has indicated that on average those youths who suffered unemployment were without work for relatively short periods of time, which might be taken to imply that the burden of joblessness is fairly evenly distributed and that few individuals suffer greatly. However, the fact that the majority of unemployed young people have only fairly brief spells of joblessness does not mean that most of the time spent in unemployment is due to short spells or that all unemployed youth at any point in time can be expected to leave unemployment soon. In fact, the averages conceal a pronounced skewness in the distribution of unemployment.

At this point an important difference between unemployment measured by the Monthly Labour Force Survey and by this survey should be mentioned. Gross flow data based on the official monthly statistics indicate that movements among activities are dominated by flows into and out of the labour force. Thus, in the case of young persons 15-24 years of age over 50 per cent of those who enter employment in a given month were outside the labour force in the preceding month, and almost as large a proportion of young people move directly from employment to being outside the labour force without an intervening spell of unemployment. Similarly, larger proportions of unemployed youth leave the labour force while others enter the status of unemployment from outside the labour force.

A comparable, or even more pronounced pattern of movement of youth in and out of the labour force has been found in the U.S., and there is some evidence to suggest that many of these labour force withdrawals by young people

may in the U.S. be followed by reentry within a short period of time. This raises the possibility that many of those classified as not in the labour force may for a short time period have become discouraged and ceased searching for work temporarily.<sup>2</sup> Thus, rather than having had several briefer periods of unemployment, as official data would show, they might more properly be said to have suffered one long spell of joblessness.<sup>3</sup>

The distributions of the number of unemployed and months of unemployment by duration are shown in Table 17. It is evident that total time spent in unemployment was concentrated on a relatively small group of youth. The 21 per cent of the unemployed (or 7.8 per cent of all respondents) who experienced more than 10 months of joblessness over the two-year period accounted for over 52 per cent of all the time spent in unemployment.

Viewed from the other side of the coin, the 31.1 per cent of the unemployed who were without work for only one or two months accounted for less than 7 per cent of all unemployment suffered during the two years.

---

<sup>2</sup> See Clark and Summers, op. cit., pp. 30-33.

<sup>3</sup> Retrospective data of labour force experience, such as those of this survey, are not so likely to pick up such short term movements into and out of the labour force as respondents, when thinking back two years, are unlikely to distinguish sharply between being in or out of the labour force when they are jobless. Therefore, while this survey's definition of unemployment does not correspond to that of the Monthly Labour Force Survey it may be said to provide, for the purpose at hand at least, a more relevant measure of the duration of joblessness than the stricter definition of unemployment used in the Labour Force Survey. The same is true of another similar retrospective data base, namely the Annual Work Patterns Survey. Since this latter is based on a larger sample and is "blown-up" to population size, it is informative to make comparisons to it in analyzing this survey's duration data.

The Annual Work Patterns Survey is conducted by Statistics Canada in January of certain years as a supplement to the Monthly Labour Force Survey. Each Annual Work Patterns Survey asks questions concerning the individual's labour force activity during the previous calendar year. For further discussion, see Appendix D.



TABLE 17

DISTRIBUTION OF THE UNEMPLOYED AND OF  
UNEMPLOYMENT BY DURATION OF JOBLESSNESS,  
OCTOBER 1975 - SEPTEMBER 1977

| Months of<br>Unemployment | No. of Unem-<br>ployed Persons | Months of<br>Unemployment | Per Cent of           |                      |                      |
|---------------------------|--------------------------------|---------------------------|-----------------------|----------------------|----------------------|
|                           |                                |                           | Unemployed<br>Persons | Persons<br>in Sample | Months<br>Unemployed |
| 1 - 2                     | 322                            | 466                       | 31.1                  | 11.9                 | 6.9                  |
| 3 - 6                     | 343                            | 1449                      | 33.1                  | 12.6                 | 21.6                 |
| 7 - 10                    | 154                            | 1296                      | 14.9                  | 5.7                  | 19.3                 |
| 11 - 18                   | 155                            | 2154                      | 15.0                  | 5.5                  | 32.1                 |
| 19 - 24                   | 62                             | 1350                      | 6.0                   | 2.3                  | 20.1                 |

An almost identical pattern is observed from Table 18 which shows similar retrospective data for a one year period on the distribution of unemployment duration from the Annual Work Patterns Survey. In the case of youth, 23.8 per cent of those experiencing unemployment (6.5 per cent of those in the labour force) had more than 5 months of unemployment during the year and accounted for 52.1 per cent of total unemployment.<sup>4</sup>

It seems to be the case then, that brief periods without work are not the most important source of total months of youth unemployment. Rather, a minority of unemployed youth bears most of the total burden of joblessness. It is also of interest to note from Table 18 that this pattern of unemployment concentration does not appear to be unique to young people. The concentration is also quite high for adults over 25 years of age, in which group 29.9 per cent of those with unemployment were jobless for 6 months or more while they were responsible for as much as 57.9 per cent of all time spent in unemployment during the year.

<sup>4</sup> More than 5 months of unemployment over the 1 year period of the Annual Work Patterns Survey is taken to be roughly comparable to over 10 months of unemployment during the Youth Survey's 2 year retrospective calendar.

TABLE 18

PER CENT OF THE UNEMPLOYED AND  
UNEMPLOYMENT BY DURATION OF JOBLESSNESS,  
YOUTH 15-24 AND ADULTS 25+, 1977\*

| Months<br>of Unem-<br>ployment | <u>Persons 15 - 24</u><br><u>Per Cent of</u> |                                        | Months<br>of Unem-<br>ployment | <u>Persons 25+</u><br><u>Per Cent of</u> |                                        | Months<br>of Unem-<br>ployment |
|--------------------------------|----------------------------------------------|----------------------------------------|--------------------------------|------------------------------------------|----------------------------------------|--------------------------------|
|                                | <u>Unemployed</u>                            | <u>Persons<br/>in Labour<br/>Force</u> |                                | <u>Unemployed</u>                        | <u>Persons<br/>in Labour<br/>Force</u> |                                |
| 1                              | 26.1                                         | 7.2                                    | 7.0                            | 20.4                                     | 2.3                                    | 4.7                            |
| 2 - 3                          | 33.1                                         | 9.1                                    | 21.1                           | 29.7                                     | 3.3                                    | 16.7                           |
| 4 - 5                          | 17.0                                         | 4.7                                    | 19.9                           | 20.1                                     | 2.2                                    | 20.7                           |
| 6 - 9                          | 17.5                                         | 4.8                                    | 33.5                           | 20.9                                     | 2.3                                    | 34.7                           |
| 10 - 12                        | 6.3                                          | 1.7                                    | 18.6                           | 8.9                                      | 1.0                                    | 23.2                           |

\* Source: Annual Work Patterns Survey for 1977 (preliminary data).

The fact that long-term unemployed young persons (in this survey those with more than 10 months of joblessness and in the Annual Work Patterns Survey those with more than 5 months of unemployment) account for over 50 per cent of all unemployment can be given an intuitively clearer and, from a policy point of view, more interesting interpretation. In steady state equilibrium (i.e., when the flows into and out of each state are equal), this corresponds to saying that at any moment in time the stock of unemployed persons includes over 50 per cent long-duration unemployed, either persons who have already had unemployment of this duration or will have in the immediate future.

This is easy to demonstrate in a simplified example. Suppose there are 12 persons in the labour force each suffering one month of unemployment in a different month of the year, and one person being long-term unemployed for all 12 months. There is then a total of 24 months of unemployment in the year, and

the long-term unemployed person, who constitutes 1/13 or 7.7 per cent of all the unemployed accounts for 50 per cent of all months spent in unemployment. It is also the case that in each of the months there will be 2 unemployed persons, namely the long-term unemployed who is always there, and one of the 12 persons suffering his/her one month of joblessness. Thus, at any moment in time long-term unemployed make up 50 per cent of the unemployed and over the period they account for 50 per cent of the total time spent in unemployment.

The information provided so far in this section suggests, then, that the burden of youth (and other) unemployment is highly concentrated. Two possible interpretations can be given to this finding. One is that a particular segment of young persons systematically and repeatedly suffer severe unemployment so that they may be said to stand out as an especially "hard-hit" sub-group of the unemployed.

The other potential explanation rests on the recognition that even if all youth were alike and faced the same constant probabilities of moving between employment, unemployment and not being in the labour force, an uneven distribution of unemployment could be the result of a relatively small number of "unlucky" individuals who were slow to find jobs. Put differently, long-duration unemployment could be caused by fluctuations in labour demand in different separate labour markets. When extensive adjustments, such as wage rate changes and relocations, are needed to bring markets into equilibrium again, those workers directly affected by the adjustment process could suffer bouts of severe unemployment. Over the longer run, however, one would expect such random changes to result in a fairly equal distribution of the burden of long-duration unemployment among the young labour force.

It is therefore important to attempt to discover whether the unemployment concentration found in Tables 17 and 18 is in fact due to these youth being in some way persistently different or whether the individuals involved are suffering temporary "hard luck" in finding work.

To do this preliminary tests were first conducted to examine the possibility that the observed uneven distribution of months of unemployment for the entire two year retrospective period might be generated by a random chance



model in which all workers were given the same constant probabilities of transition from one labour market state to another that were found in the Youth Survey. The results of these tests are presented in Table 19 below, where the random chance outcomes are averages of 10 individual simulations. The actual months of unemployment accounted for in the Youth Survey by persons with little joblessness (5 months or less over the 24 months period) are seen to be fairly closely approximated by the random chance model. However, the same is not the case for those with long-duration unemployment, the group with which we are primarily concerned in this section. This group, having 12 months or more of joblessness, accounted for 47 per cent of all months of unemployment in the Youth Survey, but only an average of 26 per cent based on the random chance simulations<sup>5</sup>. Thus, the inference may be tentatively drawn that the concentration of the burden of unemployment found in the Youth Survey is not likely to be due simply to good or bad luck in the lottery of the labour market.

TABLE 19  
DISTRIBUTION OF UNEMPLOYED PERSONS  
AND MONTHS OF UNEMPLOYMENT, COMPARISON  
OF YOUTH SURVEY TO RANDOM CHANCE SIMULATIONS

| <u>Months of<br/>Unemployment due<br/>to Youth with<br/>Unemployment of</u> | <u>Per Cent of Total Months of<br/>Unemployment Accounted for by Group</u> |                      |
|-----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------|
|                                                                             | <u>Youth Survey</u>                                                        | <u>Random Chance</u> |
| 5 months or less                                                            | 22.5%                                                                      | 26.4%                |
| 6 - 11 months                                                               | 30.4%                                                                      | 47.5%                |
| 12 - 24 months                                                              | 47.1%                                                                      | 26.2%                |

---

<sup>5</sup> For the random chance simulations long-duration unemployment was defined as 12 months or more of joblessness over the two year period, slightly different from the over 11 months of unemployment used in the discussion above relating to Table 17, but still close to about 50% of the time spent jobless for a person in the Labour Force for the workers two year period.

However, it must be emphasized that the tests are not entirely conclusive. In the first place, only a limited number of simulations have been run so far. Secondly, the design of the random chance model used in the preliminary tests is in need of some further refinements. Finally, it should be recognized that the random chance model does produce a certain amount of concentration of the burden of long-duration unemployment, although it does not come near to duplicating the actual distribution found in the Youth Survey. Without further analysis, therefore, the possibility that random chance occurrences play a role in influencing who suffers severe unemployment cannot be ruled out. Nevertheless, the evidence presented is at least fairly suggestive that non-random, systematic factors are at work determining the pattern of severe joblessness.

If, as indicated, long duration joblessness is not caused merely by a chance and passing encounter with bad luck, one could also expect unemployment to "have a memory", in the sense that a person will be likely to repeat his/her bouts of severe unemployment. In other words, having knowledge of a person's previous unemployment experience might be of help in predicting his/her future unemployment.

The hypothesis that unemployment "has a memory" can be tested by comparing unemployment experiences for each of the two years in the retrospective data set. The question is whether the same individuals repeatedly suffer severe joblessness one year after the next, or whether the unemployed simply take turns having bad luck, some in one year and others in another. Table 20 shows, for those who were unemployed respectively 6 or more months, 1-5 months and 0 months in the first year what their average unemployment experience was in the following year. The data are seen to support the hypothesis that the unemployment experience is repetitive. Persons with severe unemployment (6 months or more) in the first year averaged almost 6 months of unemployment in

the second year. This compares to an average of only about 2 weeks of unemployment in the second year for those with no unemployment in the first, while those with between 1 and 5 months of joblessness in the first year averaged 2½ months in the second.<sup>6</sup>

TABLE 20  
AVERAGE MONTHS OF UNEMPLOYMENT IN  
SECOND YEAR BY MONTHS UNEMPLOYED  
IN THE FIRST YEAR

| <u>Months of<br/>Unemployment in<br/>Year 1</u> | <u>Average Months<br/>Unemployment in<br/>Year 1</u> | <u>Average Months<br/>Unemployment in<br/>Year 2</u> |
|-------------------------------------------------|------------------------------------------------------|------------------------------------------------------|
| 6 or more Months                                | 9.3                                                  | 5.8                                                  |
| 1 - 5 Months                                    | 2.7                                                  | 2.7                                                  |
| 0 Months                                        | 0                                                    | 0.5                                                  |

It should be noted that although those with lengthy unemployment in the first year also tended to have lengthy unemployment in the second year, there was a substantial decline in the average number of months of unemployment for the group. The reason for this improvement is seen in Table 21 which shows the per cent distribution of unemployed youth by the duration of their unemployment in the first year against the duration of their unemployment in the second year. Forty six per cent of those with very lengthy unemployment (6 months or more) in the initial year actually improved their situation so that they had less than 6 months of unemployment in the second year. One could ask whether this decline in duration of unemployment in year 2 might continue in

---

<sup>6</sup> A test was carried out to ascertain whether the results in Table 20 are likely to be due to chance events. Based, in this experiment, on averages of 5 simulations, the random chance model indicates that those with 6 months or more of unemployment in the first year can expect only 2.5 months of joblessness in the second year. This is substantially less than the 5.8 months found in the actual Youth Survey data and casts doubt on the repetitive pattern coming about just from chance.



subsequent years. At present there is no evidence to confirm this possibility. To test the hypothesis would require data on the same individuals for a longer period.<sup>7</sup>

But despite this possibility for improvement, it should also be noted that there is slightly more than a fifty per cent chance that a person with six months or more of unemployment in one year will fare as badly or worse the next year. At the same time, only a very small proportion (7 per cent) of those with no or moderate unemployment in year 1 end up as "severely unemployed" (6 months or more) in year 2.

The preliminary experiments with the random chance model referred to in footnote 6 above indicate that the pattern of repetition of long-duration unemployment is unlikely to come about just by chance. Thus, an average of the 5 simulation results of the model predicts that only 15 per cent can be expected to repeat the severe unemployment experience as opposed to the actual 54 per cent found in the Youth Survey.<sup>8</sup>

TABLE 21  
PER CENT DISTRIBUTION OF UNEMPLOYED BY DURATION  
IN YEAR 2 BY DURATION OF UNEMPLOYMENT  
IN YEAR 1

| <u>Unemployed<br/>Year 1</u> | <u>Unemployed in Year 2</u> |                      |
|------------------------------|-----------------------------|----------------------|
|                              | <u>0 - 5 Months</u>         | <u>6 - 12 Months</u> |
| 0 - 5 Months                 | 93%                         | 7%                   |
| 6 - 12 Months                | 46%                         | 54%                  |

---

<sup>7</sup> The hypothesis of persistent concentration of "severe unemployment" on the same individuals over a longer period than two years was tested in a U.S. study based on 10-year longitudinal data. The study found that a small group (in this case of prime age breadwinners) experienced extensive and chronic unemployment over the ten year period. Martha S. Hill and Mary Corcoran, "Unemployment Among Family Men: A Ten Year Longitudinal Study", Monthly Labour Review, November, 1979.

<sup>8</sup> Moreover, simple regression of unemployment duration in year 2 on unemployment duration in year 1 shows a highly significant relationship, which cannot be duplicated from the preliminary random chance model, again suggesting that the unemployment experience tends to be repetitive.

In summary, it may be stated that while the evidence is not conclusive, long-term joblessness among youth appears to a considerable extent to be a repetitive experience which is not simply the result of chance events.<sup>9</sup> But if severe unemployment is not purely random, then one might expect it to be systematically related to personal and environmental factors. The next step will therefore be to attempt to determine if it is possible to isolate a small number of characteristics of young people which are systematically related to severe unemployment. This is done first by presenting a general discussion of those aspects of youth and their behaviour which appear to be associated with the experience of long-duration joblessness, followed by statistical tests using regression analysis of the factors which are related to severe unemployment.

### General Discussion of the "Severely Unemployed"

#### Definition of "Severely Unemployed" Youth

So far the analysis of youth facing special problems of unemployment has been simply in terms of the months of joblessness suffered during the two-year period. However, not everybody in the Youth Survey sample was in the labour force for the full 24 months, which means that unemployment of a certain duration, say 6 months, would be more severe for somebody having been in the labour force for only one year compared to another person with two years of experience. In order to reduce the impact of this problem a more discriminating definition of severe unemployment is used in the remaining analysis.

---

<sup>9</sup> Similar, but somewhat stronger evidence has been found in a number of U.S. studies. Clark and Summers (op. cit.) report that the distribution of months of unemployment could not be randomly obtained, and that the severe unemployment experience tends to be repetitive from one year to the next.

Specifically, a double criterion of severe unemployment was developed which encompasses respondents who were unemployed 50% or more of their time in the labour force and who had experienced at least six months of unemployment.<sup>10</sup>

Applying these specifications to the 1036 respondents who had any unemployment, it was found that 233 met the criterion for being "severely unemployed". The group comprised 8.6 per cent of all respondents or 22 per cent of the unemployed, while they accounted for 53 per cent of the total number of months of unemployment, thus again indicating a very uneven distribution.

The selection criteria for the "severely unemployed" group excluded youths who had been in the labour force for less than six months during the two years. While some had been in the labour force for between 6 and 23 months, the majority (64%) reported being in the labour force for the full 24 months period. Thus, most respondents in the "severely unemployed" group had considerable labour force experience but a great deal of this time was spent unemployed.

#### Education and Labour Force Entry

The first thing to be noted is that level of education and the experience of entry into the labour force seem to have a strong bearing on "severe unemployment". This is seen from Tables 22 and 23 which show that the transition from school to work was not a smooth process for most of the youth in the "severely unemployed" group.

---

<sup>10</sup> The stricter criterion for severe unemployment excluded the following persons:

- (i) respondents with a high proportion of unemployment but only a brief experience in the labour force. (UN Ratio  $\geq$  50% and U < 6 months).
- (ii) respondents with 6 or more months of unemployment but an overall labour force experience dominated by employment. (UN Ratio < 50% and U  $\geq$  6 months).
- (iii) respondents with briefer experiences of unemployment and most time spent employed. (UN Ratio < 50% and U < 6 months).



TABLE 22

EDUCATION BY EXTENT OF UNEMPLOYMENT IN TWO YEARS

| <u>Education</u>                           | <u>Severely<br/>Unemployed</u><br>% | <u>Others With<br/>Some Unemployment</u><br>% | <u>No<br/>Unemployment</u><br>% | <u>Total</u><br>%       |
|--------------------------------------------|-------------------------------------|-----------------------------------------------|---------------------------------|-------------------------|
| Grade School/<br>High School<br>Incomplete | 54                                  | 37                                            | 26                              | 32                      |
| High School<br>Complete                    | 30                                  | 39                                            | 45                              | 42                      |
| Post-Secondary                             | <u>16</u><br><u>100</u>             | <u>24</u><br><u>100</u>                       | <u>29</u><br><u>100</u>         | <u>26</u><br><u>100</u> |

Table 22 indicates that 54 per cent of the severely unemployed dropped out of the educational system before completing high school compared to 37 per cent for those with less severe unemployment and 26 per cent for those with no unemployment over the two-year period. Moreover, as Table 23 demonstrates, less than one third of the "severely unemployed" received career advice or labour market information from teachers or counsellors before they left school.

TABLE 23

RECEIPT OF SCHOOL LABOUR MARKET GUIDANCE  
SERVICES BY EXTENT OF UNEMPLOYMENT IN TWO YEARS

| <u>Advice/<br/>Counselling</u> | <u>Severely<br/>Unemployed</u><br>% | <u>Others With<br/>Some Unemployment</u><br>% | <u>No<br/>Unemployment</u><br>% | <u>Total</u><br>%       |
|--------------------------------|-------------------------------------|-----------------------------------------------|---------------------------------|-------------------------|
| Yes                            | 31                                  | 40                                            | 43                              | 41                      |
| No                             | <u>69</u><br><u>100</u>             | <u>60</u><br><u>100</u>                       | <u>57</u><br><u>100</u>         | <u>59</u><br><u>100</u> |

Nevertheless, as will be shown later, school career counselling (or lack thereof) does not perform well in the regression analysis in explaining who is and who is not likely to suffer "severe unemployment". This is likely due to the fact that overall almost 60 per cent of youth in the survey had received no school labour market guidance whatsoever, with not too pronounced differences between "severely unemployed" (69%), "others with some unemployment" (60%) and "those with no unemployment" (57%).

TABLE 24  
RECEIPT OF SCHOOL LABOUR MARKET GUIDANCE  
SERVICES BY EDUCATION

| <u>Advice/<br/>Counselling</u> | <u>High School<br/>Not Completed</u><br>% | <u>High School Completed<br/>or Better</u><br>% |
|--------------------------------|-------------------------------------------|-------------------------------------------------|
| Yes                            | 29                                        | 46                                              |
| No                             | <u>71</u>                                 | <u>54</u>                                       |
|                                | 100                                       | 100                                             |

Apart from the problem of so few receiving any counselling, it is worth noting that what little counselling did take place appears to have been provided in higher grades rather than more uniformly throughout the years spent in high school. This is apparent from Table 24 which shows that whereas 54 per cent of youth with high school completed had received no counselling, the percentage was as high as 71 for those not having graduated from high school. Since the severely unemployed were especially likely to have come from the ranks of high school drop-outs, the strike they had against them from limited qualifications may have been further intensified by a lack of knowledge of the labour market.

TABLE 25

ENTRY JOB LINED UP BY EXTENT  
OF UNEMPLOYMENT IN TWO YEARS

| <u>Had Job Set Up</u> | <u>Severely<br/>Unemployed</u><br>% | <u>Others With<br/>Some Unemployment</u><br>% | <u>No<br/>Unemployment</u><br>% | <u>Total</u><br>% |
|-----------------------|-------------------------------------|-----------------------------------------------|---------------------------------|-------------------|
| Yes                   | 36                                  | 45                                            | 62                              | 54                |
| No                    | <u>64</u><br>100                    | <u>55</u><br>100                              | <u>38</u><br>100                | <u>46</u><br>100  |

In addition, Table 25 indicates that only slightly more than one third of youths in the "severely unemployed" category had a job lined up when they left school. This contrasts with 45 per cent for others with some unemployment and almost two-thirds for those with no unemployment.

Finally with regard to the school to work transition it should be mentioned that, not unexpectedly, a higher proportion of youths in the group with "severe unemployment" reported dislike of school as the reason for leaving.

The Labour Market

Another finding of importance is that the economic environment appears to contribute significantly to the probability of a young person experiencing severe unemployment. This is demonstrated in Table 26 which shows that youths who had considerable unemployment were overrepresented in depressed economic areas.



TABLE 26

REGION BY EXTENT OF UNEMPLOYMENT IN TWO YEARS

|          | <u>Severely<br/>Unemployed</u><br>% | <u>Others With<br/>Some Unemployment</u><br>% | <u>No<br/>Unemployment</u><br>% | <u>Total</u><br>% |
|----------|-------------------------------------|-----------------------------------------------|---------------------------------|-------------------|
| Atlantic | 15                                  | 9                                             | 8                               | 9                 |
| Quebec   | 34                                  | 27                                            | 25                              | 26                |
| Ontario  | 28                                  | 36                                            | 37                              | 36                |
| Prairies | 12                                  | 16                                            | 20                              | 18                |
| B.C.     | <u>11</u><br>100                    | <u>12</u><br>100                              | <u>10</u><br>100                | <u>11</u><br>100  |

While 35 per cent of the respondents were living east of Ontario, about half of the youths defined as severely unemployed were residents of Quebec or the Atlantic region. By way of comparison, youths with more moderate unemployment or no unemployment were proportionately distributed according to the population among all five regions. However, when other factors are taken into account, as in the regression analysis in Chapter VII which examines the determinants of labour market success, region was found to have an effect on the likelihood of being successful.

Although the majority of youths reported that it was difficult for their peers to find employment the proportion of those citing the labour market as difficult increased according to the degree of unemployment experienced.

Though the degree of mobility of young people will be discussed in a later section, it is of interest at this point to make a few observations specifically about the mobility behaviour of young people facing severe labour market difficulties. Such youths were more likely than those with few or no problems to have gone to another city or province to get a job. Among all respondents who went away to search for work, the ones with difficulties tended to have less success in getting a job in another location despite the fact that

that they tried it more often than those with fewer problems. When asked at the time of the survey if they would be prepared now to move in order to get a job, interestingly enough, those with severe problems were less likely than others to answer yes. It appears that to begin with, youth with severe labour market difficulties were comparatively quite willing to attempt to find work by relocating. However, their efforts were relatively likely to be thwarted, in part, perhaps, because of their low level of personal qualifications but possibly also because the search did not extend beyond their own often depressed economic region. In the end, they seem to be more discouraged and reluctant than other groups with regard to looking for work elsewhere.

### Labour Force Experience

Since by definition "severe unemployment" was exactly that, the labour force experiences of youths categorized as severely unemployed were heavily dominated by long periods of unemployment and attendant consequences such as financial hardship.

On average, the severely unemployed respondents had 1.9 spells of unemployment with an average duration per spell of eight months.<sup>11</sup> On average in the two year period they were unemployed for 15.4 months, compared to 3.9 months for youths with more moderate experiences of unemployment. It is not surprising that extensive unemployment coupled with inconsiderable employment resulted in fewer youths in the seriously unemployed group having sufficient insured weeks to receive unemployment insurance benefits (49 per cent of youths with less extreme unemployment received UI benefits compared to 38 per cent of the "severely unemployed").

---

<sup>11</sup> Calculations of average number of spells and average duration include both partial and completed spells. Spells that began before the first month or continued after the twenty-fourth month were treated as completed spells. Thus, the average duration of spells as discussed here is shorter than would be the case if entire spells were reported or only completed spells were considered.

In comparison to youths with less unemployment, the severely unemployed were somewhat more likely to report difficulties on their jobs and less likely to enjoy the jobs they managed to secure. The types of jobs they held no doubt contributed to the slightly more negative assessments of their jobs. Their jobs did not pay as well as those held by youths with more extensive employment experiences and, again, lack of qualifications coupled with participation in weak labour markets could have resulted in their acceptance of lower skill level jobs which were poorly paying and not very satisfying.

TABLE 27

MANNER OF JOB SEPARATIONS BY EXTENT  
OF UNEMPLOYMENT IN TWO YEARS

|                      | <u>Severely<br/>Unemployed</u><br>% | <u>Others With<br/>Some Unemployment</u><br>% | <u>No<br/>Unemployment</u><br>% | <u>Total</u><br>% |
|----------------------|-------------------------------------|-----------------------------------------------|---------------------------------|-------------------|
| Quit Job(s)          | 45                                  | 55                                            | 38                              | 43                |
| Laid-Off from Job(s) | 38                                  | 35                                            | 9                               | 19                |
| Temporary Job(s)     | 19                                  | 14                                            | 12                              | 13                |

Despite the lower than average satisfaction with their jobs, the severely unemployed were less likely to quit their jobs and slightly more likely to be laid-off compared to youths with more moderate unemployment as indicated by Table 27. Also a high proportion of respondents who experienced severe unemployment were only able to find temporary jobs and were dismissed at the end of their term of employment.



TABLE 28

RESERVATION WAGE BY EXTENT OF UNEMPLOYMENT IN TWO YEARS

| <u>Minimum<br/>Acceptable Wage</u> | <u>Severely<br/>Unemployed</u><br>% | <u>Others With<br/>Some Unemployment</u><br>% | <u>No<br/>Unemployment</u><br>% | <u>Total</u><br>% |
|------------------------------------|-------------------------------------|-----------------------------------------------|---------------------------------|-------------------|
| Less than \$400/mo.                | 3                                   | 2                                             | 2                               | 2                 |
| \$400-599/mo.                      | 48                                  | 29                                            | 24                              | 27                |
| \$600-799/mo.                      | 38                                  | 45                                            | 39                              | 41                |
| \$800 or more/mo.                  | <u>11</u>                           | <u>24</u>                                     | <u>35</u>                       | <u>30</u>         |
|                                    | 100                                 | 100                                           | 100                             | 100               |

It appears that severe unemployment led to some measure of pragmatism. Thus, Table 28 shows that youths who had had the worst experiences reported, at the time of the survey, that they would be willing to accept lower wages than those who had experienced little or no unemployment. The table suggests that the severely unemployed youth were not entirely restricting their ability to get jobs by insisting on high wages. However, their wage aspirations may still have been excessive relative to those of other youth, given their qualifications.

### Additional Tests of the Factors Associated With "Severe Unemployment" of Youth

A further procedure employed to try to identify factors which have a bearing on whether or not a young person is likely to suffer severe unemployment was to use regression analysis making heavy use of dummy variables, a convenient way of including variables that consist of noting whether a given characteristic is or is not present. This is true, for example, of the dependent variable which is set equal to one for youth who suffer "severe unemployment" and 0 for those who do not.

Three types of explanatory factors (independent variables) are considered: personal attributes of the individuals, their economic environment and their experience of transition from school to work.

The sample population in the regression analysis is constrained to include only those who had been in the labour force (sometime) during the first 18 months of the two-year period. It thus eliminates those who entered the labour force during the last six months. This was done to reduce misspecification of the unemployed. Some of the late entries would (eventually) be "severely unemployed" but could never be identified as such with the available information. To leave these late entries in the sample would therefore mean that a number of "severely unemployed" would be incorrectly grouped with those having just some unemployment, thus blurring the distinction between "severely unemployed" and others.<sup>12</sup>

---

<sup>12</sup> The same difficulty of specification may be said to hold also for other individuals who have been in the labour force less than the period required to qualify as "severely unemployed". However, almost all of those with six months of labour force experience or less were late entries.

For reasons of expediency the estimations were carried out using ordinary least-squares techniques. This gives rise to several problems when the dependent variable is dichotomous. First, while the estimated coefficients are unbiased, their standard errors are not. There is, however, some indication that the bias tends to be in the direction of overestimating the errors with the result that significant coefficients could be even more significant and some insignificant coefficients might become significant.<sup>13</sup> A second problem is that the expected value of the probability of being "severely unemployed" may fall outside the range of 0 to 1<sup>14</sup>.

Before turning to an examination of the results a few comments on the meaning of the regression coefficients of binary variables is in order. These are to be interpreted by comparison with the omitted category which becomes the standard of reference. Thus, the coefficient  $-.105$  for education in the first column of Table 29 indicates that relative to an individual without a high school diploma, a high school graduate has 10.5 per cent smaller probability of suffering severe unemployment.

The results of the regression analysis are presented in Table 29 for the total sample and for two age group subsets. In what follows the impact of each of the factors on the probability of suffering severe unemployment is discussed in turn.

---

<sup>13</sup> Byron Spencer and Dennis C. Featherstone, Married Female Labour Force Participation: A Micro Study, Dominion Bureau of Statistics, Special Labour Force Studies, Series B, No. 4 (Ottawa 1970) Appendix C.

<sup>14</sup> In particular, the sum of the probabilities for a hypothetical individual with characteristics such that he/she would be least likely to suffer severe unemployment would add up to less than zero. This, of course, has no meaningful interpretation, insofar as a probability of zero already indicates that an event is certain not to happen. For that reason the regression results have not been used to construct best or worst cases, i.e., the hypothetical individuals with the combination of characteristics making him/her least or most likely to suffer severe unemployment. Rather, the analysis is used mainly to provide an indication of how each characteristic separately tends to affect the chances of being severely unemployed.



TABLE 29

REGRESSION ANALYSIS OF  
"SEVERE UNEMPLOYMENT STATUS"

Dependent Variable: assigned the value 1 if individual satisfied criteria for severe unemployment and 0 if not.

| Independent Variables                               | Total                  |                |                  | Age 15 - 19            |                |                  | Age 20 - 24            |                |                  |
|-----------------------------------------------------|------------------------|----------------|------------------|------------------------|----------------|------------------|------------------------|----------------|------------------|
|                                                     | Regression Coefficient | Standard Error | Beta Coefficient | Regression Coefficient | Standard Error | Beta Coefficient | Regression Coefficient | Standard Error | Beta Coefficient |
| <u>Demographic</u>                                  |                        |                |                  |                        |                |                  |                        |                |                  |
| Male 15-19                                          | -.007                  | .020           | -.008            | .071*                  | .030           | .110             | .030*                  | .015           | .051             |
| Female 15-19                                        | .047*                  | .023           | .048             |                        |                |                  |                        |                |                  |
| Female 20-24                                        | .034*                  | .015           | .055             |                        |                |                  |                        |                |                  |
| <u>Education</u>                                    |                        |                |                  |                        |                |                  |                        |                |                  |
| High School Grad.                                   | -.105*                 | .014           | -.163            | -.133*                 | .029           | .209             | -.094*                 | .017           | -.141            |
| <u>Living Status</u>                                |                        |                |                  |                        |                |                  |                        |                |                  |
| Living Alone Male                                   | .015                   | .030           | .011             | .112                   | .065           | .076             | -.020                  | .033           | -.009            |
| Living Alone Female                                 | -.035                  | .032           | -.024            | -.091                  | .072           | .056             | -.012                  | .035           | -.015            |
| <u>Economic Environment</u>                         |                        |                |                  |                        |                |                  |                        |                |                  |
| Regional Unempl. Rate                               | .011*                  | .003           | .089             | .013*                  | .006           | .094             | .010*                  | .003           | .087             |
| Live in Metropolitan Area                           | -.027*                 | .014           | -.044            | .003                   | .028           | .005             | -.037*                 | .015           | -.060            |
| <u>Transition Experience</u>                        |                        |                |                  |                        |                |                  |                        |                |                  |
| More than 1 month to get first full-time job        | .085*                  | .013           | .141             | .102*                  | .028           | .159             | .078*                  | .015           | .134             |
| <u>Counselled by teachers before leaving school</u> |                        |                |                  |                        |                |                  |                        |                |                  |
|                                                     | -.018                  | .013           | -.030            | -.037                  | .029           | -.056            | -.011                  | .015           | -.018            |
| <u>Constant</u>                                     |                        |                |                  |                        |                |                  |                        |                |                  |
| Adj. R                                              |                        | .056           |                  |                        | .024           |                  |                        | .062           |                  |
| Mean of Dep. Var.                                   |                        | .063           |                  |                        | .087           |                  |                        | .054           |                  |
| No. of Observations                                 |                        | .099           |                  |                        | .115           |                  |                        | .094           |                  |
|                                                     |                        | 2058           |                  |                        | 497            |                  |                        | 1561           |                  |

\* Indicates significance at 5% level or better.

### Demographic Characteristics

The omitted reference group for the total sample is males 20-24. Relative to that group, females of both age classes have a higher probability, which is statistically significant, of experiencing severe unemployment. The same pattern repeats itself for the two age groups 15-19 and 20-24; females are significantly more likely to be candidates for severe unemployment than are males of the same ages. The greater coefficient for teenage than for older women indicates a greater chance of "severe unemployment" for women age 15-19 than for women age 20-24. The same does not hold true for males. Indeed, the sign of the estimated coefficient for male teenagers is negative, but since it is not at all significant it must be concluded that teenage males are no more likely to suffer "severe joblessness" than are males 20-24.

The beta coefficient is a measure of the comparative importance of a variable. The larger the absolute magnitude of the beta, the greater the importance of the variable's explanatory power. The beta coefficients therefore make it clear, that although sex has a significant bearing on whether or not an individual may suffer "severe unemployment", it is not the coefficient which makes the relatively greatest contribution among the factors considered to explaining severe unemployment status.

### Education

Education, specified simply in terms of whether or not an individual has graduated from high school, is in all cases highly significant in determining the probability of suffering "severe unemployment". In the case of teenagers there is a 13 per cent greater chance of such 'chronic joblessness' if a person has not completed high school than when he/she has. The coefficient is almost as high for those aged 20-24, and, as the beta coefficient indicates, it is the characteristic with the most power to explain "severe unemployment".

### Living Status

Whether or not a person, male or female, lives alone has no significant impact on the chance of "severe unemployment".

### Economic Environment

The rate of unemployment in the region in which the individual lives has a consistent and a significant effect on the possibility of "severe joblessness". The higher the regional unemployment rate (the only continuous independent variable), the greater is the chance of "severe unemployment". For teenagers, for example, each one - point increase in the region's unemployment rate raises the probability of "severe unemployment" by 1.3 points, and by almost as much for individuals aged 20-24 and for the total group. According to its beta coefficient this variable is the one making the third largest contribution to the explanation of "severe unemployment" status.

Living in a metropolitan area is a significant factor for the total sample and for those aged 20-24. This is to be expected since the larger labour market in a metropolitan area increases the chances of finding a job relative to a non-metropolitan labour market. However, the factor's explanatory (beta) power is small, and it does not appear to have an effect on severe joblessness of teenagers.

### Transition Experience From School to Work

The variable which is of second-highest importance in explaining severe unemployment for both the total and the two demographic subgroups (as indicated by the beta coefficient) is whether or not it took one month or more for the individual to get the first full-time job. For the full sample one month or more of joblessness before the first full-time job raises the probability of suffering "severe unemployment" by 8.5 per cent and even more for



the teenage group. It therefore confirms the importance of a successful transition from school to the world of work, found in the more general discussion above, although it leaves unanswered the question of what specifically determines such success.

One might have expected 'job counselling by teacher before leaving school' to be an important explanatory factor. But although the estimated coefficients have the correct negative sign, indicating that the probability of "severe unemployment" is reduced when an individual receives counselling, they are far from significant, and their explanatory power is about the lowest of all factors considered. As already indicated in part 2 above, this is likely attributable to the fact that large proportions of all respondents had received no labour market counselling whatsoever in school.

It may be concluded from the above that the tendency to fall in the "severely unemployed" category does vary in a systematic manner with most of the characteristics considered. Youth are more likely to suffer "severe unemployment" if they have little education, live in a high-unemployment region in a non-metropolitan area<sup>15</sup> and have had a difficult time getting the first full-time job. The "severely unemployed" are also more likely to be women than men and teenage girls rather than women in their early twenties.

However, it must be recognized that only a small proportion of the variation associated with "severe unemployment" (5.4 to 8.7 per cent) can be accounted for by these characteristics. Thus, while some general tendencies have been identified which can help explain the aggregate phenomenon, the relationships are quite variable and difficult to predict for particular

---

<sup>15</sup> This is not the same as saying that the majority of "severely unemployed" live in non-metropolitan areas in the high unemployment regions.

individuals.<sup>16</sup> The implications of this will be discussed at greater length in the conclusion of this section, but first some dynamic, or flow aspects of "severe unemployment will be discussed.

---

<sup>16</sup> It is worth pointing out that this is a general problem with this type of analysis. Similar U.S. studies find similar results and encounter similar problems. For example, in a study: "Unemployment Among Family Men: A Ten-Year Longitudinal Study", it is concluded that:

"...even though factors such as education, poverty status, and occupation played a role in determining where the burden of unemployment fell most heavily, together they accounted for less than 10 per cent of the variance in the likelihood of experiencing chronic, substantial unemployment. Thus, we are still far from adequately indentifying workers who experience substantial and repeated unemployment".

(See Monthly Labour Review, November 1979)

In general, cross-section regression analysis tends to explain a relatively small proportion of the observed variation, and the problem is even worse in the case of ordinary least squares estimates with a dichotomous dependent variable. (See Donald Morrison, "Upper Bounds for Correlations between Binary Outcomes and Probabilistic Predictions", Journal of the American Statistical Association, 67: 68-70). However, it is important to note that even when the "explained variance" is small, individual independent variables can have significant and large effects.

### Dynamic Aspects of "Severe Unemployment"

A final approach which will be taken to gain insight into the phenomenon of "severe unemployment" involves a more detailed analysis of the monthly gross flows representing the number of individuals who move from one labour market status to another between two consecutive months. Two-year averages of gross monthly flows were derived from the data in the retrospective calendar for this purpose, and throughout the analysis the "severely unemployed" group is compared to all other youth who experienced some unemployment.

### Flow Components of the Unemployment Rate<sup>17</sup>

Using gross flows, the unemployment rate can, under certain conditions, be decomposed into the product of its main components, incidence and duration<sup>18</sup>, where incidence of unemployment is defined as the percentage of the labour force who become unemployed between months, and duration is the average number of months a person can be expected to remain unemployed. A formal mathematical proof can be given of the equality between the unemployment rate and the product of incidence and duration<sup>19</sup>. However, let it suffice here to provide the intuitive explanation that the rate of unemployment is determined not merely by those joining the ranks of the of the unemployed in a month, but also by those remaining in unemployment from month to month, of which average duration can be said to provide an indication.

---

<sup>17</sup> For further explanation of the methodology underlying gross flows analysis see Appendix E.

<sup>18</sup> The unemployment rate is equal to the product of incidence and duration when the labour market is in a steady state equilibrium, so that flows into the various labour market states equal flows out of those states. While not completely equal in practice, the flows into and out of each state are generally sufficiently similar for this assumption to be accepted.

<sup>19</sup> For mathematical proofs of the relationships underlying gross flows analysis see for example: Stephen T. Marston, "Employment Instability and High Unemployment Rates", Brookings Papers on Economic Activity, No. 1, 1976, pp. 169-210.



TABLE 30

INCIDENCE AND DURATION OF UNEMPLOYMENT  
(ESTIMATED FROM FLOW DATA)

|                                          | <u>"Severely Unemployed"</u><br><u>Group</u> | <u>Other Youth</u><br><u>With Some Unemployment</u> |
|------------------------------------------|----------------------------------------------|-----------------------------------------------------|
| Incidence<br>(% of Labour Force)         | 6.3                                          | 6.7                                                 |
| Duration (Months)                        | 11.1                                         | 3.3                                                 |
| Average Monthly<br>Unemployment Rate (%) | 69.9                                         | 22.1                                                |

As Table 30 indicates, the difference between the "severely unemployed" group and "other youth with some unemployment" is rather obvious: the "severe unemployment" problem is essentially one of duration. It is their inability to find jobs when unemployed rather than the proportion becoming unemployed each month (incidence) that differentiates the "severely unemployed" from other youth with some unemployment<sup>20</sup>.

---

<sup>20</sup> It may be noted that the high rates of average monthly unemployment in Table 30 are due to the fact that the rates refer only to those with "severe" or at least with some unemployment. Those experiencing no unemployment, a majority of youth in the survey as already seen, are not included in the table which is the reason for the inflated unemployment rates. It should also be pointed out that the estimates of incidence and duration presented in the table differ from those presented elsewhere in the report due to differences in definition and estimation techniques. In this table, for example, duration is measured in terms of completed spells of unemployment, whereas in Table 12 the duration measure is influenced by incomplete spells.

That the two groups should differ in terms of duration is perhaps to be expected, since they have been defined in terms of the varying length of unemployment they have suffered. However, that their incidence should be almost identical is not intuitively obvious. In any case, the factors underlying the two groups' similar incidence may vary.

### Analysis of the Incidence of Unemployment

The incidence of unemployment itself can be decomposed into four dynamic elements:<sup>21</sup>

1. separation rate from employment, (SE),
2. probability of leaving the labour force after separation, (PEN),
3. entry-re-entry rate into the labour force (ERE),
4. probability of successful entry/re-entry, (PNE).

TABLE 31

#### COMPONENTS OF THE INCIDENCE OF UNEMPLOYMENT (ESTIMATED FROM FLOW DATA)

|                                                                    | <u>"Severely Unemployed"<br/>Group</u> | <u>Other Youth<br/>With Some Unemployment</u> |
|--------------------------------------------------------------------|----------------------------------------|-----------------------------------------------|
| 1. Separation rate (%)                                             | 5.02                                   | 6.29                                          |
| 2. Probability of leaving the<br>labour force after job separation | 0.06                                   | 0.20                                          |
| 3. Entry/re-entry rate (%)                                         | 2.02                                   | 4.04                                          |
| 4. Probability of successful<br>entry/re-entry                     | 0.22                                   | 0.58                                          |
| 5. Incidence (as a % of labour force)                              | 6.3                                    | 6.7                                           |

---

<sup>21</sup> Incidence = (SE x 1 - PEN) + (ERE x 1 - PNE)

Again, as demonstrated in Table 31, the differences between the two groups are quite evident. The separation rate from employment is lower for the "severely unemployed" than for other youth with only some unemployment. This means that a smaller proportion of the group suffering "severe joblessness" loses or quits their jobs than is the case of the other group. One of the reasons for this might be that the group characterized by "severe unemployment" has greater difficulty finding jobs when unemployed.

Another rather surprising result is the apparent greater labour market attachment<sup>22</sup> of the "severely unemployed" relative to other unemployed youth. Indeed, it would seem that only six per cent of the "severely unemployed" subgroup leave the labour force after job separation compared to 20 per cent for the subgroup suffering less unemployment. However, one should be careful not to read too much into this finding of greater attachment on the part of the "severely unemployed" since individuals not in the labour force at the time of the interviews were excluded from the survey. Thus, the survey data do not lend themselves well to the study of labour market participation.

Even if questions of participation cannot be answered with the survey findings, one may still ask why there is such a difference between the subgroups in their propensity to leave the labour force after separating from a job. The explanation may be due to the fact that the distinction between not in the labour force and unemployment may have been difficult for some respondents. Thus, it could be that youths who have more success can withdraw from the labour force, take on other activities, (such as school, travel, or volunteer work) and then easily re-enter the job market. They would also have the resources such as savings, education and contacts required to engage in other activities. On the other hand, it is likely that a high proportion of youths in the "severely unemployed" group lack resources which enable them to shift to clearly defineable non-labour force activity when facing protracted periods of unemployment. As a result they would define themselves as still in the labour force, unemployed, and available for work. Thus, it may be availability for

---

<sup>22</sup> The term attachment is used here in the sense of a higher propensity to remain in the labour force and does not necessarily imply that the labour market commitment of the severely unemployed is "stronger" than for all other youth.



employment rather than search for work which leads them to define themselves as unemployed<sup>23</sup>. Conversely, Table 31 also shows that the entry/re-entry rate of the "severely unemployed" group is only half the rate for other youth with some unemployment.

It is also of interest to examine the flow pattern of entry/re-entry into the labour force for those youth entering directly from school and those entering from other non-labour force status. Table 32 shows that the "severely unemployed" experience great difficulties in finding jobs after leaving school. Indeed, only 16 per cent who left school to enter the labour force were successful in finding a job immediately, while 54 per cent of youth with some unemployment had successful labour market entry from school. The "severely unemployed" fared relatively worse with regard to success of labour force entry when entering from school than from other non-labour force status. Since about 75 per cent of entry/re-entry is directly from school for both groups, entry from school is the most important factor. Thus, analysis of the flow data support the earlier finding that it is in the transition from school to the world of work that those characterized as "severely unemployed" encountered particular difficulties.

---

<sup>23</sup> As one example, youth with only some unemployment do have a higher probability of leaving the labour force to go to school (or more likely to return to school after summer work) than do the "severely unemployed". Although 'going to school' does not explain away the differential in the two groups' propensity to leave the labour force, there may, as already mentioned, also be other clearly defineable activities which the more successful youths are likely to enter upon separating from a job, e.g., travel or volunteer work, while the unsuccessful simply become jobless.

TABLE 32  
PROBABILITY OF A SUCCESSFUL ENTRY/RE-ENTRY  
INTO THE LABOUR FORCE

|                                       | <u>From School</u> | <u>From Other<br/>Non Labour Force</u> |
|---------------------------------------|--------------------|----------------------------------------|
| Severely Unemployed                   | .16                | .36                                    |
| Other Youth<br>With Some Unemployment | .54                | .70                                    |

Analysis of the Duration of Unemployment

The duration of unemployment depends on the probability of finding a job when unemployed (PUE) and on the probability of leaving the labour force when unemployed (PUN)<sup>24</sup>.

Consistent with the analysis of the incidence of unemployment, Table 33 again shows that the "severely unemployed" have a seemingly greater attachment to the labour force than do other youth with only some unemployment. This is here evidenced by their lower probability of leaving the labour force when unemployed.

TABLE 33  
COMPONENTS OF THE DURATION OF UNEMPLOYMENT

|                                                               | <u>Severely Unemployed<br/>Group</u> | <u>Other Youth<br/>With Some Unemployment</u> |
|---------------------------------------------------------------|--------------------------------------|-----------------------------------------------|
| 1. Probability of finding<br>a job when unemployed            | .08                                  | .28                                           |
| 2. Probability of leaving the<br>labour force when unemployed | .01                                  | .02                                           |
| 3. Duration (months)                                          | 11.1                                 | 3.3                                           |

---

<sup>24</sup> Duration =  $1/(PUE + PUN)$

However, it is their inability to find jobs when unemployed that is the key problem. Indeed, only 8 per cent of the "severely unemployed" find jobs from month to month compared to 28 per cent for all other unemployed youth. The difficulty of the "severely unemployed" group in finding jobs explains their longer duration of unemployment and their longer duration of unemployment in turn is predominantly responsible for their higher unemployment rate.

### Conclusions

Examining the survey data in a variety of ways, and supplementing these analyses with information from the Annual Work Patterns Survey have demonstrated that while for many young people unemployment takes the form of short jobless spells, a very large proportion of the total number of months spent in joblessness can be attributed to a comparatively small number of individuals being without work for extremely long periods of time. It was also indicated that this phenomenon characterizes not only the unemployment of youth but also of prime-age workers, and that it is a pattern which also has been found in the United States.

While it could not be conclusively demonstrated, the evidence presented suggests that the concentration of total months spent in unemployment on a comparatively small number of youth, as well as the repetitive nature of long-duration unemployment, is not the result simply of chance events. It is more probable that, to a large extent at least, they have their origin in systematic and pervasive factors affecting the youth group suffering severe unemployment.

The possibility of a systematic concentration and repetitive pattern of severe unemployment is an important finding, one that has also emerged from several recent U.S. studies. For policy and program purposes it would be desirable to be able to single out and reach in advance those young people who are likely to suffer problems of long-duration unemployment. This was attempted



by means of a regression model. While it was possible to identify some of the personal and environmental characteristics which are associated in a statistically significant way with the "severely unemployed" group, it had to be concluded from the regression analysis that there is a large amount of individual variation which prevents us from determining with confidence whether or not a particular youth is likely to fall in the category of the "severely unemployed".

It is possible, of course, that some important characteristics determining "severe unemployment" were simply not captured by the survey. However, it may also be that there is so much random variation associated with "severe unemployment" as to make classification for program purposes fruitless.

As far as the total number of youth with severe labour market problems is concerned, it is not possible from, for example, the Labour Force Survey to ascertain how many of those enumerated in any particular month will be affected by severe unemployment. Only after the fact, as in a retrospective survey, can the magnitude of the individuals who were severely unemployed in the past be estimated. Thus, in this survey, 8.6% of those sampled were found to have experienced severe unemployment in the preceding two years. If this were to hold for the youth population as a whole, it may be surmised that perhaps as many as 250,000 youth could have experienced severe unemployment problems over the past two years.<sup>26</sup>

---

<sup>26</sup> The general order of magnitude of the figure obtained from the youth survey and the Labour Force Survey receives some support from preliminary data from the January 1978 Annual Work Patterns Survey which indicates that 231,000 youth had six months or more of unemployment in the one year preceding the survey, while 740,000 had less than 6 months of unemployment. At any moment in time during the year there will of course be substantially fewer youths unemployed.

As has been demonstrated, a fairly large proportion of the persons who suffer severe unemployment in one year are likely to repeat this experience in the next. Therefore, there would still be a very large number of labour force participants either now experiencing or likely to encounter serious problems in the labour market. Of those youth who had severe unemployment in the past, many will also currently be unemployed, and among those who may now be employed it is probable that many will again experience unemployment. It is of course also true that some of the youth who were severely unemployed in the past two years may now have overcome their problems while others have grown out of the youth age category; but both of these groups are likely to have been replaced with other youth who are now for the first time in the process of experiencing or will in the future experience severe unemployment.

## VI IMPACT OF UNEMPLOYMENT

This section of the paper deals with the views and experiences of respondents who reported that they had been unemployed either before or since making the transition from school to work.

In order to better appreciate what unemployment meant to young people, respondents were first asked to cite their reasons for working or wanting to work.

TABLE 34  
RESPONDENTS' REASONS FOR WORKING

| Support Self/<br>and Others | Earn Money | "Extra" Money | Pride/Satisfaction<br>Enjoy/Independence<br>Self-Development | Other |
|-----------------------------|------------|---------------|--------------------------------------------------------------|-------|
| 45%                         | 26%        | 7%            | 19%                                                          | 3%    |

Since most respondents were single and living with their parents it was not expected that such a high proportion would report that they had to support themselves. Clearly most youths work because of perceived or real financial commitments, much the same as do older labour force participants.

TABLE 35  
WORST ASPECT OF JOBLESSNESS

| Lack of<br>Money | Boredom | Depression/Shame<br>Loss of Independence<br>Loss of Prestige | Nothing | Other |
|------------------|---------|--------------------------------------------------------------|---------|-------|
| 54%              | 26%     | 7%                                                           | 5%      | 8%    |



It follows that just over half the respondents claimed that lack of money was the worst thing about being without a job. Men 15-19 years of age were overrepresented and 20-24 year old women were underrepresented among those respondents. Lack of money also appeared more of a concern to high school dropouts than to youths with higher education. Youths living with parents were most likely to mention boredom and respondents living with spouse or peers referred least to being bored. Parental criticism accounted for less than 1% of responses.

TABLE 36  
BEST ASPECT OF JOBLESSNESS

| Nothing | Time | Self-Development | No Obligations/<br>Boss/Responsibilities | Other/<br>Don't Know |
|---------|------|------------------|------------------------------------------|----------------------|
| 45%     | 43%  | 2%               | 2%                                       | 8%                   |

It was surprising that such a high proportion of respondents found nothing positive about being unemployed. As can be seen in Table 36 having "time" was a benefit of joblessness. Mentioned in this context were free time, time for personal interests, for family, for travel, to party or sleep-in. Among respondents who were unemployed at the time of the interviews, none mentioned receiving unemployment insurance payments as something they liked, although it has been suggested that youths would view UI as a positive benefit of unemployment.

TABLE 37  
MINIMUM AMOUNT OF MONEY REQUIRED PER WEEK WHEN UNEMPLOYED

|                              | Previously Unemployed<br>% | Unemployed at<br>Time of Survey<br>% |
|------------------------------|----------------------------|--------------------------------------|
| Less than \$50               | 34                         | 21                                   |
| \$50 to \$100                | 22                         | 13                                   |
| Over \$100                   | 38                         | 62                                   |
| Don't know/<br>Did not state | 6                          | 4                                    |
|                              | 100%                       | 100%                                 |

The difference in basic money requirements for those unemployed at the time of the survey and previously unemployed youths was significant. It may have been due to inflation over the last few years and the fact that the reference period for the employed group could have been a considerable amount of time in the past. Since the employed group was doing relatively well at the time of the survey, it might be that if they were to again experience unemployment, they would be more financially demanding.

It is important to place the financial needs of the unemployed youths in the context of the labour market. At the time of the survey, the composite provincial minimum wage was \$114 per week (\$2.85 x 40 hrs.). Therefore, the majority of the unemployment youth were not necessarily excessive in their financial demands.

Overall, men felt they needed more money than women and older respondents of both sexes stated they required a greater amount of money than their younger counterparts. The longer a youth had been out of school, the more likely he/she was to need larger amounts of money. These replies were not surprising in that being older and further removed from student years generally leads to greater financial commitments in respect of housing, cars, dependents, etc., and minimum monthly payments for some items can be considerable. Also youth still residing in the parental home required less money than young people living alone, with their spouses, or their peer group. Further, respondents who were not main wage-earners declared that their minimum financial requirements were lower than those of youth who were financially self-reliant and youth who were sharing the role of main wage-earner.

There was a significant association between higher personal incomes when working, and greater amounts of money required to get by when unemployed. As well, youth who received UI when they were without a job were more likely to need greater amounts of money as compared with those who did not collect UI benefits. As the youth who collected UI were older and likely to have had more employment experience, it would not be unreasonable for them to have more financial commitments which, in all likelihood, would be related to their life style preference - e.g., cars, clothing, stereos, and other such consumer goods.

TABLE 38  
SELF-REPORTED MEANS OF SUPPORT WHEN UNEMPLOYED\*

|                                 | <u>Previously<br/>Unemployed</u> | <u>Unemployed at<br/>Time of Survey</u> | <u>Total</u> |
|---------------------------------|----------------------------------|-----------------------------------------|--------------|
| Unemployment Insurance Benefits | 46%                              | 34%                                     | 43%          |
| Reliance on Family/Friends      | 38%                              | 53%                                     | 42%          |
| Savings                         | 36%                              | 15%                                     | 30%          |
| Odd Jobs                        | 8%                               | 5%                                      | 7%           |
| Welfare                         | 2%                               | 9%                                      | 4%           |
| Bank loans                      | 1%                               | 0%                                      | 1%           |
| Other                           | 7%                               | 7%                                      | 7%           |

\*Respondents were allowed to mention more than one means of support.

An important observation from Table 38 is that welfare was mentioned by only 4% of the youth. Respondents who were unemployed at the time of the interviews had a greater reliance on social welfare assistance compared with youth who were unemployed at some time in the past. There are several possibilities as to why youth who were unemployed at the time of the survey were more prone to use welfare than those who had been previously unemployed. One reason could be a decrease over the last few years in the social stigma attached to being a welfare recipient. It is also possible that the youths who were unemployed when interviewed had to resort to welfare following a reliance on other sources of support first - this necessitated by unemployment of long duration. Over the last few years, there has been a deterioration in economic conditions and a consequent shrinking of job opportunities.

Few youths took out bank loans while unemployed which is another measure of extreme financial hardship. Of course, not many youth would easily meet the lending qualifications set by most financial institutions, such as possession of collateral, so this figure should be used cautiously.

While UI benefits were an important source of income for youth, the majority of respondents who were unemployed at the time of the survey did not report receipt of UI. For the most part they were ineligible for benefits because they had never worked, worked for a short time only, or worked in uninsured employment.



The UI recipients were mainly in their early 20's and those in the non-UI group were mainly 15-19 years of age. These younger respondents would have been more likely to have recently entered the labour force and lack the necessary qualifying weeks of employment.

Men constituted the majority of recipients and the women composed the larger portion of non-recipients. This differential may be partly due to the tendency of young women to work in non-insurable employment and thereby be excluded from the UI system. In addition, education was found to be related to UI as the lower the educational attainment of the unemployed youths the less likely they were to receive UI. The majority of the UI recipients had graduated from high school and many had gone on to post-secondary courses.

When labour force entry was examined, the data demonstrated that UI recipients had had a smoother transition from school to work when compared to youths who did not receive benefits. Furthermore, their later labour force experience was more successful. This would be expected considering that UI eligibility requires some measure of success in the labour force.

About three-quarters of the UI recipients reported that they required at least \$100 a week to get by, compared to approximately 60% of the non-UI youths. For a number of reasons, including age and employment experience, the UI group would be more likely to have greater financial commitments to meet when unemployed. In addition, UI itself may stimulate perception of greater need.

TABLE 39

RESPONDENTS UNEMPLOYED AT TIME OF SURVEY  
BY RECEIPT OF UI BENEFITS BY REGION

| <u>Unemployed Respondents</u> | Canada<br>% | Atlantic<br>% | Quebec<br>% | Ontario<br>% | Prairies<br>% | B.C.<br>%  |
|-------------------------------|-------------|---------------|-------------|--------------|---------------|------------|
| Receiving UI                  | 34          | 50            | 43          | 24           | 23            | 31         |
| Not Receiving UI              | 66          | 50            | 57          | 76           | 77            | 69         |
|                               | <u>100</u>  | <u>100</u>    | <u>100</u>  | <u>100</u>   | <u>100</u>    | <u>100</u> |

The unemployed youths in Atlantic and Quebec regions were overrepresented among UI recipients while unemployed youths in Ontario, Prairie and Pacific regions were underrepresented among UI recipients. There are several factors which together may explain the differing use of UI in the regions. In Ontario, the Prairies and B.C., the survey respondents reported shorter spells of unemployment in comparison to the national average. The youths in these regions may have been reluctant to go through the waiting period, the administrative requirements and job search requirements associated with receipt of UI. Many of these youths, mainly in the Prairies and B.C., would have a longer wait due to penalties for quitting their jobs (DII's).

In addition, in B.C. and the Prairie regions, youths reported higher than average salaries when employed. Thus, they may have been able to save more money, which seems consistent with the greater reported reliance on savings when unemployed in these regions. In Ontario, youths reported relying to a considerable extent on family and friends when out of work. Dependence on relatives and peers may not be as likely in Atlantic and Quebec because the labour market is depressed for adults as well as youths, and parents may be unable to provide support for other than a very brief period. Finally, it is probable that the social acceptability of UI (UI as a "way of life") is higher in Atlantic and Quebec regions as receipt of UI is more prevalent.

The youth who when unemployed, were most likely to rely on their relatives and friends, were found among 15-19 year olds, those living with spouses or parents, those out of school less than one year and high school dropouts. As these groups were not likely to have had savings to fall back on, nor to be in a position to qualify for UI, their reliance on other people is not unexpected.

It is interesting that a considerable proportion of the youth lived on their savings while unemployed. These respondents were older, living alone or with peers, had post-secondary education and had a very strong record of employment. In essence, those youth who were most likely to have savings were most likely to report depending on their savings when out of a job. Use of savings may indicate that youths expect and prepare for periodic unemployment.

When specifically asked, the majority of the youths working full time said they had to cut down on expenses when not working (73%), but only two-thirds of the youths unemployed at the time of the survey said they were cutting down. Their definition of "expenses" could be those of a personal nature, rather than referring to the more traditional costs of food and shelter. The 20-24 year old men reported they had to cut down the most and the 20-24 year old women were least likely to cut down when unemployed. This is due partly to family status and responsibility for support of others as men 20-24 were most likely to report dependents. But since men were more likely to report that their reason for working was to earn money, it was also more likely that they would report a greater financial impact when unemployed. Eighty-six percent of the unemployed respondents and 91% of those employed at the time of the survey said they did not have to give up any major possessions when out of work. Again, men were more likely to have forfeited possessions than women.

It was surprising that respondents who were receiving or had received UI benefits when unemployed were more likely to have cut down expenses or given up possessions. This finding may indicate that UI was being paid to youths who were "in need", or that youths who were able to claim UI benefits had more financial responsibilities than those who did not claim, or that youths on UI had more possessions to relinquish.

The overwhelming majority of youths were not main wage-earners in their households. It is apparent that most of the youths were able to manage unemployment by relying mainly on either the income of another wage-earner in their household or their UI benefits. A very small proportion of the respondents were forced to resort to extreme measures such as selling their possessions, going on welfare or obtaining bank loans. Obviously while most youth felt the impact of unemployment - most had to cut their expenses - the economic hardships associated with unemployment were not too severe.



## VII DETERMINANTS OF LABOUR FORCE SUCCESS

### A. Education and Success

Education displayed the strongest positive correlation with later full employment. Youths in the sample who had grade school education reported being employed for only 72.3% of their time in the labour force. This compares to 90.5% of time employed for youths with some post-secondary education. Similarly, 24.4% of the grade-school dropouts were unemployed at the time of the survey compared to 10% of the highly educated. In addition, the well educated ranked highest on average salary during the two-year period and were overrepresented in white collar occupations. They were less likely to become unemployed or to remain unemployed for extended periods.

TABLE 41

#### UNEMPLOYMENT RATES AT TIME OF SURVEY, WORK RATE AND AVERAGE MONTHLY INCOME BY EDUCATION

| <u>Education</u>       | <u>Unemployment<br/>Rate</u> | <u>Average Work<br/>Ratio</u> | <u>Average Monthly<br/>Income</u> |
|------------------------|------------------------------|-------------------------------|-----------------------------------|
| Grade School           | 24.4                         | 72.3                          | \$647                             |
| High School Incomplete | 21.8                         | 81.0                          | \$610                             |
| High School Complete   | 11.1                         | 89.1                          | \$614                             |
| Post-Secondary Educ.   | 10.0                         | 90.5                          | \$690                             |
| All Respondents        | 14.4                         | 86.3                          | \$635                             |

#### Dropouts Versus High School Graduates

Dropping out or completing high school was the critical point for these youths. While some positive effects of having any post-secondary

education were observable, the greatest marginal gain was among those who had graduated from high school compared to those who had not. The survey-time unemployment rate was 21.8% for dropouts compared to 11.1% for graduates.

Although education is positively correlated with age and negatively correlated with years in the labour force, when the influences of these two variables are controlled for statistically the strong relationship remains between a good education and full employment.<sup>1</sup> Several explanations for this relationship can be offered.

While some additional knowledge or skills could be gained from extra years of schooling, it seems unrealistic to attribute the dramatic effects of additional years spent at school solely to the intrinsic value of education. More likely is the operation of a process of "credentialism" whereby the diploma, rather than the quality of the education or the capability of the worker, is of major interest to the student and the employer. Employers raise the educational requirements of their jobs above those usually needed for performance of the tasks so that possession of a high school diploma or other credentials becomes an arbitrary screening device for reducing the number of job applicants. This practice is stimulated and supported by the increase in the supply of educated workers. It tends to ascribe to education an importance far in excess of its actual value and makes it indispensable for labour market success.

The greatest impact of "credentialism" would be the displacement of a substantial number of workers at the lower end of the labour force. Thus jobs formerly held by high school graduates would be filled by workers who have some college or university education. The high school graduates would then be "bumped-down" to jobs normally filled by dropouts. The dropouts in turn would be "bumped-down" to even more menial tasks or perhaps into unemployment.

---

1. For a full description of the multivariate analysis referred to in this section, see Appendix F.

Another possible explanation for the positive effect of education, and particularly the contribution toward labour force success made by high school graduation is the interpretation of school completion as an indicator of self discipline and stability. Since the relationship remains even when the influences of age and years in the labour force are controlled for statistically, it could be that the effects of maturity and perseverance are what is actually reflected in the strong performance of high school graduates compared to dropouts.

#### Youths with Post-Secondary Education

While considerable concern was expressed regarding an erosion of the relative advantage gained from post-secondary training and an increase in unemployment or underemployment among highly-educated youths, the survey found these youths still commanded a stronger position in the labour market than high school graduates.

Highly-educated youth found their first jobs in a shorter time than high school graduates (3.7 months on the average vs 4.6 months). Furthermore, they found higher status jobs; 31% of highly-educated youth obtained first jobs in professional or managerial occupations whereas only 6% of high school graduates were employed in these occupational categories.

The average monthly salary for high school graduates was \$614 compared to \$690 for youths who had advanced education. About 32% of youth with post-secondary education had average monthly salaries of \$800 or more in the two-year period while 22% of high school graduates reported salaries in the same range. Looking at personal income at survey time a similar pattern was evident, with the highly-educated overrepresented in upper income categories. It should be noted that the highly-educated group in the sample had been out of school for significantly less time than the high school graduates. Therefore, despite less time in the labour force, the highly-educated group were receiving higher salaries.



Thus, the data from the youth survey indicate that the highly-educated youth were doing better than youth with high school graduation in terms of quality of work - status of jobs, salaries, etc. There was little difference between the high school graduates and those with post-secondary education as to their recent employment record. Both groups had been employed about 90% of the time they were in the labour force. Both were underrepresented among the unemployed, and both groups were doing far better than high school dropouts in both quality and quantity (dropouts had weaker employment records and a higher unemployment rate).

The young people themselves largely recognized the value of education. Over half rated their education as very or fairly useful in obtaining and in performing their various jobs since leaving school; this was particularly true of those with the highest education levels, and with the best employment records.

Looking at this issue from another perspective, almost half (45%) of the high school dropouts felt that leaving school when they did was a bad decision. Less than one in five high school graduates felt this way.

Perhaps the most interesting validation of the value of education came from an enquiry about what advice respondents would offer a young sibling. The dominant response was to the effect of "stay in school". Poignantly, this was equally urged by the dropouts and graduates, by those with good or poor employment records.

#### B. Labour Force Entry and Success

Almost all of the factors which describe the labour force entry process were found to be somewhat related to subsequent success. Youths with poor employment records were less likely to have completed their schooling and more likely to have left because they disliked school or had been expelled.

It is not surprising that those youths who left school because they disliked it, were "fed up", or were expelled, later had a disproportionately large amount of unemployment. This group, of course, was comprised largely of grade school and high school dropouts, a fact which certainly contributed to their employment problems. Equally important to later difficulties was the effect of leaving school because of pregnancy or marriage. Again these reasons were usually given by dropouts, and youths (mostly women) who had left school for these reasons were having problems finding and keeping employment. Youths who had been "pulled" into the labour force by the prospect of a job or the desire to earn money had average employment records while those who were "pushed" out of school by personal circumstances - hating school, being expelled, pregnancy, marriage - did poorly.

Regardless of why they left school, those youths who had a job lined up when they left were more likely to be steadily employed than those who had no sure prospects. Over sixty percent of respondents with no unemployment in the two-year calendar said they had had a job waiting when they left school. Only 36% of the severely unemployed began their careers with this advantage.

It was hypothesized that the amount of enthusiasm a youth had for his/her first job would reflect how closely it met his/her expectations and career plans and strongly affect chances of subsequent success. Of those youths who had lined up a desirable job or eventually found the type they had been looking for, 70% reported no unemployment in the two-year calendar. By way of contrast, 60% of those whose first job was not exactly what they had been looking for, and 50% of youths with no specific job in mind had no employment in the calendar period.

The amount of time taken to find the first full-time job was correlated with the amount of unemployment reported in the two-year

calendar.<sup>2</sup> Of the youths who got their first job more than three months after leaving school, less than 50% remained fully employed. Furthermore, finding a job immediately was significantly related to financial success, measured by earnings averaged over months in the labour force.

The most common method of finding a first job was through friends and family but the most significant, though not widespread, positive effect was from previous experience. Youths whose full-time jobs resulted from previous part-time or summer employment had substantially better chances of being fully employed in the following years. However, method of finding the first job was not found to be related to later financial success.

The occupation of the first job was related to subsequent full employment and financial success. Youths who began working in white collar office jobs average 89% of their time employed over the subsequent two-year period. In comparison, personal service and blue collar workers later had an average work ratio of 80%. The relationship was even stronger with women than with men: women who began in white collar jobs were employed for an even greater proportion of their time than men, while in blue collar occupations they had substantially lower work ratios.

Occupation and industry of the job following school leaving was strongly associated with average salary in later months. Best paid were those who began their careers in professional technical or managerial jobs, averaging \$765 per month. Worst off were youths who took personal service jobs - they later averaged \$520 per month. While substantial differences in salary by sex were evident, the same patterns held for each sex when considered separately. By industry, the best salaries were reported among men who began working in primary industries or manufacturing (\$830 per month). Lowest were those earned by women whose first jobs were in hotels and restaurants.

---

2. Of course, some of the respondents had recently entered the labour force and had been searching for work during the calendar period so their employment records reflected this period of unemployment. The majority, however, had left school some time earlier so that their calendar period reflected their fortunes after any entry unemployment.



The occupation of the first job appeared to be significantly related to success in the careers of youths even when the effects of education, time to get the job, previous experience, and so on, were controlled. While initial employment in white collar occupations (professional, technical, supervisory, clerical and secretarial jobs) was significantly related to later full employment, when work ratio was combined with salary and used as an indicator of success the relationship changed slightly. Entry jobs in professional and technical areas were still positively related to later success but sales and personal services jobs were negatively related to employment and earnings.

Few differences in later employment were observed for youths employed in different industries. Those who found their first jobs in financial institutions, insurance, and real estate companies demonstrated most consistent employment while those who began in hotels and restaurants or in manufacturing had the poorest subsequent employment records.

Nearly 40% of the youth who had ever had a full-time job were still employed at that job at the time of the survey. For those youths who had left their first full-time job, the circumstances under which they left had a substantial impact on their overall employment record. Once again those forced to leave their first jobs, either because of lay-off, firing, illness, pregnancy or marriage, were more likely to have poor employment records than those who left voluntarily (quits). Most youths who quit their first jobs presumably did so in order to move to something better: they later reported higher personal incomes than others who had been fired or laid off from their first jobs.

### C. Socio-Demographic Variables and Employment Success

Youth unemployment is more prevalent in some regions of Canada than others and respondent's two-year calendar of labour force activities showed clear differences by region. The average work ratio among Prairie youths

reached 90% even though some recent interprovincial migrants were presumably included in the sample. At the other extreme, Atlantic youths reported spending 81% of their time employed. This figure of course would not include youths who had withdrawn from the labour force or moved elsewhere due to poor economic conditions. Even when differences in educational attainment, father's occupation and other factors were accounted for, residence in certain regions significantly augmented or diminished the likelihood of employment for an individual.<sup>3</sup>

It was hypothesized that men in the sample would have spent less time employed, on average, than the women. When other factors were held constant sex was not found to be significantly related to proportion of time employed. However sex did influence financial success, the men being more successful than the women.

It was also hypothesized that age was a major determinant of employment success. Once again, when the simultaneous influences of other variables were removed, age was not found to be significantly related to proportion of time spent employed, but was most important to success as measured by earnings and employment. The youths in their early twenties had greater earnings than those between 15-19 years of age.

The issue of work experience, measured in this survey as years since leaving full-time school, was rather complex. The initial hypotheses were that workers with more years in the labour force are more stable and more experienced in a very general sense and that, all other things being equal, employers prefer to hire those with more work experience over those with little knowledge of the world of work. Preliminary data seemed to support these hypotheses, but years since leaving school was also correlated with age and educational attainment, so the relationships were subjected to regression analysis. Controlling for the

---

3. Differences between regions are elaborated in section IX of this paper.

effects of other socio-demographic variables, years out of school was not found to be significantly related to the proportion of time spent in employment but it did contribute to financial success.<sup>4</sup>

Less dramatic but nevertheless interesting were the effects of several social factors. Father's occupation, for example, was used as a rough indicator of family social status and was found to be slightly related to a youth's work ratio. Whether the respondent was the main wage-earner, that is earning more than other wage-earners in the household, had a positive correlation with full employment and income. Compared with living alone, living with parents played a significant role in increasing work ratios, as did living with friends and living with a spouse. Being self-supporting and living alone was negatively associated with a high work ratio for this group.

---

4. The sample frame and reality itself imposed limits on the testing of the possible effects of certain combinations of these factors. For example, it was virtually impossible to have a well-educated teenager with a number of years of work experience. By placing the upper age limit of the sample at 24 years it was impossible to observe the labour force behaviour of older, well-educated youths who had been out of school for a number of years.



# VIII LABOUR MARKET ASSESSMENT AND OUTLOOK

## Local Job Market

In assessing their local labour market, many youth made distinctions between their personal ability to get jobs and the general availability of employment for young people.

TABLE 41

RESPONDENTS' ASSESSMENTS OF LOCAL LABOUR  
MARKET BY EMPLOYMENT RECORD\*

|                                               | Total<br>% | Employment Record |            |             |
|-----------------------------------------------|------------|-------------------|------------|-------------|
|                                               |            | Poor<br>%         | Mixed<br>% | Strong<br>% |
| <u>Personal Ability to Get Jobs</u>           |            |                   |            |             |
| Easy                                          | 51         | 19                | 44         | 61          |
| Difficult                                     | 42         | 75                | 51         | 31          |
| Don't Know/<br>Did Not State                  | 7          | 6                 | 5          | 8           |
|                                               | <u>100</u> | <u>100</u>        | <u>100</u> | <u>100</u>  |
| <u>General Availability of Jobs for Peers</u> |            |                   |            |             |
| Easy                                          | 25         | 14                | 23         | 30          |
| Difficult                                     | 71         | 84                | 75         | 65          |
| Don't Know/<br>Did Not State                  | 4          | 2                 | 3          | 5           |
|                                               | <u>100</u> | <u>100</u>        | <u>100</u> | <u>100</u>  |

\* See footnote on page 15 for definition of categories of employment record.

Over half the sample stated that on the basis of their own experience it was easy for them to get jobs. On the other hand, when asked to generally

rate their local job market for persons of their age and sex, the majority felt it would be difficult for their peers to get the jobs they wanted. Both sexes perceived it was somewhat easier for persons of the opposite sex to find employment.

Nevertheless, over two-thirds of the youths admitted there were some jobs available, albeit not necessarily "desirable" jobs. The youths reported that jobs were available mainly in personal service areas, semi-skilled and unskilled labour, secretarial fields and sales occupations, and they were undesirable for a number of reasons including lack of security, low pay and bleak future prospects.

Respondents who thought their labour market was easy suggested that their peers who were having a difficult time were lazy, had unrealistically high expectations, lacked qualifications, education or experience, or were inappropriate in appearance or attitude. Youths who rated their market as difficult attributed the problem to a scarcity of jobs, excessive competition and insufficient industrial activity. Interestingly, respondents who felt it was easy to get jobs mentioned the personal shortcomings of unemployed youths compared to emphasis on the marketplace itself by youths who perceived the employment situation as difficult.

#### Responsibility For Job Shortages

When asked who was mainly responsible for job shortages, respondents most frequently mentioned governments at various levels (federal, provincial, local, or government in the general sense).

TABLE 42

RESPONDENTS' OPINIONS\* ON RESPONSIBILITY FOR  
JOB SHORTAGES BY AGE AND EDUCATION

|                              | <u>Age</u>         |                        |                        | <u>Education</u>         |                                   |                                 |                                       |
|------------------------------|--------------------|------------------------|------------------------|--------------------------|-----------------------------------|---------------------------------|---------------------------------------|
|                              | <u>.Total</u><br>% | <u>15-19 Yrs.</u><br>% | <u>20-24 Yrs.</u><br>% | <u>Grade School</u><br>% | <u>H.S. Incom-<br/>plete</u><br>% | <u>H.S. Com-<br/>plete</u><br>% | <u>Post-<br/>Secun-<br/>dary</u><br>% |
| Government                   | 52                 | 46                     | 56                     | 49                       | 49                                | 50                              | 60                                    |
| People Themselves            | 20                 | 19                     | 21                     | 17                       | 18                                | 20                              | 22                                    |
| Economy                      | 19                 | 13                     | 22                     | 10                       | 14                                | 17                              | 29                                    |
| Business                     | 19                 | 19                     | 18                     | 22                       | 15                                | 18                              | 22                                    |
| Immigrants                   | 8                  | 9                      | 8                      | 9                        | 8                                 | 9                               | 7                                     |
| Unions                       | 7                  | 5                      | 8                      | 7                        | 6                                 | 6                               | 9                                     |
| No One                       | 6                  | 9                      | 5                      | 4                        | 6                                 | 7                               | 6                                     |
| Other                        | 6                  | 5                      | 6                      | 1                        | 6                                 | 6                               | 6                                     |
| Don't Know/<br>Did Not State | 20                 | 26                     | 17                     | 25                       | 26                                | 21                              | 11                                    |

\* Many respondents provided more than one answer.

It is noteworthy that 6% of the youths felt no one in particular was responsible and 20% were not sure of who or what to hold accountable for the lack of jobs. Large numbers of the 15-19 year olds and youths who did not complete high school did not know who to hold accountable, however, only 11% of the highly educated youth were unable to assign responsibility for the shortage of jobs.

The youths in their twenties were more likely to mention the economy as were those youth with post-secondary education. As could be expected, youth who were unemployed at the time of the survey were least likely to cite the "people themselves" (13%), but it is surprising they would suggest, even to the extent they did, that part of the problem might rest with individuals' expectations or behaviour in the labour market.



More than half of the youth were unable to explain why the government, economy, people, and so forth, were responsible for the scarcity of jobs (54% "did not know"). Once again, vague references were made to the economy and inflation. Nor could the majority of youth offer any remedy for job shortages. Equally favoured were government job creation programs, and stimulation of private industry, either through its own initiative or through government incentives. Approximately one in ten youths with a solution advocated a more restrictive immigration policy.

#### Future Work Aspirations

When asked to project one year ahead, half of the employed youth stated that they hoped to keep their current jobs. Slightly less than one in ten respondents did not know what they wanted to do and almost the same number planned to return to school. 15-19 year olds, recent entrants and unemployed youths were most inclined to continue their education and they would appear to be the youths most likely to benefit from returning to school.

The youth who intended to be in the labour force and hoped to change jobs or get jobs (37%) were mainly interested in secretarial work (mostly women), skilled occupations, or professional and technical jobs.

Twenty to twenty-four year olds, married respondents, main wage-earners, those who had left school five or more years before the survey, and respondents with the highest personal incomes were overrepresented among youths most likely to want to retain their same jobs for at least an additional year.

Those youths who exhibited lower stability, as measured by plans to change jobs in the near future, included higher proportions of teenagers, those out of school less than one year at the time, respondents living with their parents, low wage-earners, high school dropouts and youth with a history of unemployment.

When asked what they found attractive about the job they would like to have one year hence (often their current job), most youth (53%) responded they thought they would like it or find it interesting. Next in importance to job aspects were salary (18%) and working conditions (15%). Men were more concerned with good pay and women mentioned working with people as an attractive feature of jobs.

In addition to the question on the type of job hoped for, working respondents were also asked whether they planned to remain with the same employer for another year.

TABLE 43

RESPONDENTS' REASONS\* FOR PLANNING TO  
REMAIN WITH OR CHANGE EMPLOYERS

| <u>Employed Respondents</u>                                     |    |                                                            |                            |
|-----------------------------------------------------------------|----|------------------------------------------------------------|----------------------------|
| Planning to Remain<br>61.3%                                     |    | Undecided<br>10.3%                                         | Planning to Leave<br>28.4% |
| <u>R's Planning to Stay</u><br>%                                |    | <u>R's Planning to Leave</u><br>%                          |                            |
| <u>Reasons</u>                                                  |    | <u>Reasons</u>                                             |                            |
| Like Work                                                       | 53 | Return to School/<br>Training                              | 22                         |
| Good Conditions<br>(co-workers,<br>location, boss,<br>benefits) | 25 | Dead End Job/<br>No Challenge/<br>Better Jobs<br>Available | 20                         |
| Opportunity for<br>Advancement/<br>Challenge                    | 22 | Prefer Another<br>Line                                     | 15                         |
| Satisfaction With<br>Salary                                     | 15 | Dissatisfaction<br>With Salary                             | 14                         |
| Security                                                        | 9  | Poor Conditions                                            | 12                         |
|                                                                 |    | Lack of Security                                           | 2                          |

\* Some respondents provided more than one answer

Teenaged men were most likely to have planned a change of employer (48%) while women 20-24 years were most willing to stay in their present company (70%). This finding is consistent with the lower turnover rates found among women in the sample.

Of those who planned to stay, more women than men mentioned liking their work and working conditions. On the other hand, a higher percentage of men stressed wages and opportunities. Of those who planned to leave, the women were more apt "to want a change" and the men were more likely to cite salary considerations.

Overall, the youths wanted to stay with their employers, and they were likely to want to retain their particular jobs. Liking the work itself was very important to the youth in the sample.

#### Personal Outlook

If their speculation about the types of jobs they hoped to have one year ahead entailed a change of jobs, respondents were asked to rate their chances of actually attaining their goals. Overall their ratings were very optimistic with 67% saying their chances were "very good" or "fairly good". It would seem that respondents were trying to be realistic since degree of optimism was found to be well correlated with strength of employment history. Seventy-three percent of respondents who had a record of full employment felt their future chances were good, compared to 54% of respondents with histories of considerable unemployment. As well, the higher the educational attainment of the youth, the more likely they were to feel their chances of getting desired jobs were good.

TABLE 44

#### CHANCES OF GETTING PREFERRED JOB ONE YEAR IN FUTURE BY REGION

|                     | <u>Atlantic</u><br>% | <u>Quebec</u><br>% | <u>Ontario</u><br>% | <u>Prairies</u><br>% | <u>B.C.</u><br>% | <u>Canada</u><br>% |
|---------------------|----------------------|--------------------|---------------------|----------------------|------------------|--------------------|
| Chances very good   | 18                   | 27                 | 19                  | 30                   | 25               | 23                 |
| Chances fairly good | 34                   | 49                 | 43                  | 45                   | 44               | 44                 |
| Not too good        | 29                   | 10                 | 25                  | 11                   | 22               | 19                 |
| Not at all good     | 10                   | 4                  | 8                   | 3                    | 4                | 6                  |
| Don't know          | 8                    | 11                 | 6                   | 11                   | 6                | 8                  |
|                     | <u>99</u>            | <u>101</u>         | <u>101</u>          | <u>100</u>           | <u>101</u>       | <u>100</u>         |



Over four-fifths of youths on the Prairies were reasonably confident of attaining their short-term employment goals, while just over half of Maritime youths were optimistic. These attitudes seem to reflect the economic realities of those regions. Much less predictable were the optimistic attitudes of the youths interviewed in Quebec: fully three-quarters of them felt their chances of getting jobs they wanted in one year were good. The large difference between measured attitudes in Quebec and those that might be inferred from economic conditions may indicate that other strong influences on attitudes are operative - from the political and/or social sectors.

Youths in Quebec based their optimistic appraisals of their personal futures on strong beliefs in their past work experience, and especially in their education and training. Respondents from Ontario also mentioned work experience and the "contacts" they had made at work. Youths from the Prairies relied on their experience, their personal reputations as "good workers", and the fact that business was expanding and more jobs were available.

Overall, youth who felt their chances were good cited reasons such as experience (30%); training or education in the desired type of work (17%); contacts (16%); a feeling that there were jobs available (15%); or simply described themselves as "a good worker" (13%).

Respondents who felt their chances were not good reported that they lacked experience or training (38%), there were no jobs available (36%), or there was too much competition (15%).

Generally the youth perceived that experience, training and/or education were highly related to securing the type of work they wanted in the near future.

## Psychological Indicators

The youths surveyed felt in control of their lives, anxious to do well in their field, and yet not overly competitive. Most felt that they were stable members of the work force. As can be seen in Table 45, region influenced psychological outlook.

TABLE 45  
PSYCHOLOGICAL INDICATORS BY REGION

|                                                                             | <u>Atlantic</u><br>% | <u>Quebec</u><br>% | <u>Ontario</u><br>% | <u>Prairies</u><br>% | <u>B.C.</u><br>% | <u>Canada</u><br>% |
|-----------------------------------------------------------------------------|----------------------|--------------------|---------------------|----------------------|------------------|--------------------|
| <u>Personal Efficacy</u>                                                    | Agree                | Agree              | Agree               | Agree                | Agree            | Agree              |
| Many times I feel I have little influence over the things that happen to me | 41                   | 23                 | 33                  | 30                   | 37               | 31                 |
| When I make plans, I am almost certain that I can make them work            | 69                   | 70                 | 79                  | 79                   | 76               | 76                 |
| <u>Competitiveness</u>                                                      |                      |                    |                     |                      |                  |                    |
| I like to compete with other people                                         | 56                   | 44                 | 55                  | 57                   | 53               | 52                 |
| Reaching the top in my line of work is very important to me                 | 73                   | 94                 | 69                  | 71                   | 62               | 76                 |
| <u>Stability</u>                                                            |                      |                    |                     |                      |                  |                    |
| I'm the kind of person who likes to stay at one job for a long time         | 74                   | 78                 | 71                  | 66                   | 66               | 72                 |
| I am unwilling to settle down into a permanent job at this time             | 18                   | 26                 | 21                  | 35                   | 27               | 25                 |

Whereas youths who had poor employment histories, had dropped out of school, or earned a low wage were more likely to feel powerless in the course of events, the majority maintained positive attitudes. Naturally, those earning high salaries, with steady employment records and good education were very confident about implementing their plans. Youth in the Prairies were most confident and youths in Atlantic regions were least confident probably as a result of labour market opportunities.

About three-quarters of the respondents felt that doing well at work was important, with men a little more likely to feel this way than women (79% vs 72%). Attitudes about doing well were equally strong for teenagers as for respondents in their twenties, which suggests that 15-19 year olds are highly committed to achieving success in the labour force.

Differences in attitudes by sex, age, and region were very apparent on the subject of competitiveness. While 63% of the male respondents reported they liked to compete with other people, only 41% of female respondents agreed with this statement. Respondents aged 20 to 24 years were slightly more likely to say they like to compete than were younger respondents. Quebec youths expressed the strongest desire to succeed in their line of work but were least likely to want to compete with others. In interpreting these findings, it should be noted that the field of competition was not restricted to the work setting.

In contrast to images of "flightiness" and instability, most of the respondents (72%) reported that they preferred to stay at one job for a long time, and only one-quarter were unwilling to settle into a permanent job. This was consistent with the low number and comparatively long duration of jobs among the sample. Men in their twenties, respondents with post-secondary education and those who lived alone or with friends were significantly less likely to prefer job stability. A large proportion of respondents who were unemployed at the time of the interview claimed to prefer working at one job for a long period. It would appear that a lack of stability creates desire for a more permanent employment situation.



## Mobility

As might be expected among young people, geographic mobility was fairly high, although over half of the respondents were born in the same community where they were living at the time of the survey and an additional group had moved there at a young age. Youths living on their own or with their peers were overrepresented among those who had moved. Youths interviewed in Quebec and the Atlantic regions were most likely to have lived in the same city or town since birth whereas those interviewed in the Pacific or Prairie regions were most likely to have relocated from another city, province, or region.

Three-quarters of the survey participants had never gone to another city to search for employment. Men and youths over 20 years old were overrepresented among those who had travelled to find work. This may reflect greater parental control and normative constraints over the younger respondents, particularly the women, rather than the willingness of the respondents to relocate. Youth who lived alone or with peers (that is, likely to be single and not have dependents) reported to a higher than average extent (36%) that they had searched for a job in another city or province. Those respondents who felt their local job market was relatively good were not as likely to have searched elsewhere and the opposite was true for those who assessed their local job market as "difficult".

Most of the youth who had searched for a job elsewhere had done so only once (59%). The respondents who had gone frequently (3 or more times) had a very high unemployment rate at the time of the survey (26.3%) compared to the youth who went only once (15.6%). It may be that most of the youth who had gone once had specific job interviews lined up and the youth who had gone more often were conducting random job searches.

Three-quarters of the youth who searched for employment outside of their city of residence found employment through their efforts. Respondents who were either older, had been out of school for five or more years, were married, or were main wage-earners living in households with more than one earner,

reported the greatest success in finding jobs away from their usual residence. Also, higher than average proportions of married youths, 20-24 year olds and those who were main wage-earners in multiple earner households had travelled the longest distances to find jobs. The 15-19 year olds in the sample and youths living with their parents reported the highest failure rates in obtaining jobs via out-of-town searches.

Regional variations in labour force mobility were not as great as might have been expected. The youth in B.C. and the Atlantic were most likely to have looked for employment in other cities or provinces and Ontario youth were least likely to have conducted out-of-city or province job searches. However, the youth in Ontario who did venture from their homes seemed to be the most persistent as 26% had gone three or more times compared to 20% of all Canadian youth who had travelled to look for jobs. Youth living in the Prairies and in B.C. had travelled the longest distances in their job searches and were the most successful in terms of numbers of jobs secured in this manner.

At the time of the survey, fifty-five percent of the youth said they would be willing to move in order to get jobs. Fewer unemployed respondents (48%) reported a willingness to move. However, a higher than average proportion of youth who were unemployed at survey time (32%) or who had very poor work records over the two-year recall period (35%) had previously tried to find jobs outside their hometown and, as noted, did not have much success. At least many of those having labour market difficulties had tried some remedial action.

Nearly three-quarters of the respondents who stated they would not move for employment mentioned that they preferred their current location or were tied to it by house, family, or financial obligations. Unemployed youth reported with a greater frequency than employed youth that they had obligations which committed them to their community. Indeed, it is likely that unemployed youths rely heavily on the social support systems offered by family and friends.

Of those unwilling to move, about half stated specific conditions under which they might agree to relocate. Youth who lived alone and those who had the highest levels of education tended to be more amenable to a move under the right circumstances. Generally, respondents claimed they would move if they did not have obligations previously referred to, if good jobs were offered them, or if financial gains were realized by moving.



IX REGIONAL ANALYSIS OF FINDINGS

TABLE 46

REGIONAL DIFFERENCES AS REFLECTED BY  
VARIOUS INDICATORS

|                                                          | <u>Atlantic</u> | <u>Quebec</u> | <u>Ontario</u> | <u>Prairies</u> | <u>B.C.</u> | <u>Total</u> |
|----------------------------------------------------------|-----------------|---------------|----------------|-----------------|-------------|--------------|
| Unemployment Rate                                        | 21.3%           | 18.6%         | 12.1%          | 8.5%            | 15.7%       | 14.4%*       |
| Time Employed as a<br>Percent of Time in<br>Labour Force | 81.3%           | 83.9%         | 87.6%          | 90.0%           | 85.6%       | 86.3%        |
| Average Duration<br>of Jobs in Two Years                 | 8.2 mo.         | 8.9 mo.       | 8.1 mo.        | 7.6 mo.         | 7.5 mo.     | 8.1 mo.      |
| Average Monthly<br>Salary for Jobs<br>in Two Years       | \$603           | \$593         | \$618          | \$690           | \$718       | \$635        |
| Any Unemployment<br>in Two Years                         | 45%             | 42%           | 36%            | 32%             | 44%         | 38%          |
| Receiving or<br>Received UI                              | 53%             | 62%           | 40%            | 21%             | 38%         | 43%          |
| Ever Gone to Another<br>City to Look for<br>Work         | 29.5%           | 24.1%         | 21.3%          | 25.9%           | 30.5%       | 24.6%        |

\* Fixed by weighting procedure to match L.F.S. statistics.

### A. ATLANTIC REGION

The labour market behaviour and attitudes of Atlantic youths were characterized by caution and seriousness probably as a result of the very depressed economic environment in the Atlantic. At the time of the survey, the youth unemployment rate in the Atlantic region stood at 21.3%; the highest of all five regions and considerably above the national average of 14.4%.

#### Socio-Demographic Characteristics

While the whole sample was comprised of 36% teenagers and 64% youths in their early twenties, in the Atlantic the proportions were 32% and 68% respectively. The skewed age distribution may result from substantial migration of Atlantic teenagers to the other regions. Atlantic youths' overwhelming willingness to relocate and their higher average rate of out-of-town job searches in the past provide supportive evidence for this interpretation.

A higher than average proportion of Atlantic youths were married. Furthermore, youths in the Atlantic were most likely, compared to all other regions, to report dependents and over half of those dependents were children. For the most part, the mature life-style of Atlantic youths probably is related to their being somewhat older, on average, than all respondents.

#### Labour Force Entry

Atlantic youths entered the labour force with similar educational credentials as all Canadian youths. To the same extent as all respondents, those in the Atlantic received advice, mainly good, from school staff, relatives, and friends. However, youths in the Atlantic did stress that advice to stay in school was particularly well founded.

Throughout the survey, responses of Atlantic youths emphasized a general belief that "education is the answer to labour market problems". For example, Atlantic youths perceived education as influential in getting their first job - beyond the usual importance attached to education in this connection by the total sample.

While it can be shown that a good education compensates to some extent for lack of age and experience, additional education may not be the panacea in a depressed labour market with relatively few employment opportunities. In fact, work-ratio data illustrates that a lower proportion of respondents with post-secondary education than with high school graduation spent most of their time employed, in contrast with trends in other regions. One explanation for the lack of greater employment success among those with the highest education may simply be the scarcity of jobs requiring such expertise. Highly-educated youths may not be willing to accept jobs for which they are "over-qualified" and employers may refuse to hire "over-qualified" personnel because they might leave as soon as more appropriate jobs become available.

However, the value of education in the labour market may still hold for Atlantic youths who may wish to relocate in other parts of the country where there may be a larger market for employees with post-secondary education.

Atlantic respondents were less likely on average to have had a job in hand or lined up at the time they left school (45% vs. 53% of all survey respondents). Within three months of leaving school, 68% of Canadian youths found a full-time job, while only 58% of east coast youths were as fortunate.

Despite the fact that Atlantic youths had been in the labour force about as long as all Canadian youths, a slightly higher percentage of east-coast youths were still at their first jobs at the time of the survey (45% vs. 40% for all respondents). In comparison to all Canadian youths, Atlantic respondents who had left their first jobs were more likely to cite layoffs as the reason for separation, and less likely to say they quit. Further probes as to the reasons for leaving elicited more references than usual to shortages of



work. Twenty-four percent of Atlantic youths no longer at their first jobs mentioned shortages of work compared to 16% of all respondents.

### Two-Year Labour Force Experience

Overall, Canadian youths were employed on average for 86% of the time they were labour force participants. Atlantic youths did not fare as well, having an average work ratio of 81%.

During the two-year period, Atlantic youths averaged fewer jobs and longer job durations than did the total sample. Low turnover probably resulted from minimal job experimentation due to fewer opportunities and consequent greater danger of prolonged unemployment upon separation from a job. In addition, since youth in their twenties exhibit greater stability than those in their teens, the above average incidence of older youth in the Atlantic region would also help explain the low turnover rate.

East-coast youths were overrepresented among job holders in the health, education and community services sector and in government administration. Heavy concentration of employment in the public sector may reflect some labour market absorption of youths through job creation projects. In addition, they were less likely than average to cite employment in the manufacturing industry, probably due to the insubstantial extent of such activity in the Atlantic Region.

Over the two years, fewer job terminations in the Atlantic Region resulted from voluntary quits and more jobs terminated because of shortages of work. The sluggish labour market probably accounts for higher proportions of layoffs. Fewer quits may reflect the cautious manner of Atlantic youths engendered by the knowledge that re-employment in the short-term would be fairly difficult.

Despite earning lower than average salaries, Atlantic youths enjoyed the majority of their jobs and experienced few on-the-job difficulties.

During the two-year period, 45% of Atlantic youths experienced some unemployment compared to 38% for the total sample. Further, Atlantic youths had a higher than average number of spells of unemployment and a higher than average overall duration of unemployment.

In each of the two years considered, the Atlantic youths held the weakest employment position of all regions.

### Impact of Unemployment

It would appear that east-coast youths not only suffered more unemployment, but also suffered more as a result of unemployment than youths in other regions.

About 61% of Atlantic respondents said "nothing" was good about unemployment. The corresponding figure for the total sample was 45%. More than average, Atlantic youths cited problems of boredom and lack of money as consequences of unemployment.

When unemployed, they relied more heavily on unemployment insurance benefits and less on savings than all youths. There are a number of explanations for such heavy reliance on UI benefits. To begin with, Atlantic youths had longer periods without income and therefore could not "ride out" unemployment as easily as youths in other regions. Secondly, higher than average numbers of dependents and financial obligations may have forced them to seek out income replacement sooner than other youths. Also, because of fewer job vacancies, the youths in the Atlantic may have perceived the job search requirements of UI as less strenuous.

Further to financial hardship, Atlantic youths, to a greater degree than all respondents, reported that they had to cut back expenses when unemployed. Moreover, Atlantic respondents reported requiring greater than average amounts of money just to get by. Of course, higher numbers of dependents do create greater financial obligations for basics of food, shelter, etc.

### Assessment of the Local Labour Market

Based on their personal experiences, Atlantic youths were more likely to report that it was difficult for them to find a job (52% vs. 42% of all respondents with employment experience). According to the youths who described their labour market as difficult, the source of the problem was the depressed economic situation and the accompanying scarcity of jobs.

Again, when all survey participants rated the job market for persons of their age and sex, Atlantic youths were more likely than average to assess it as difficult. Difficulties were attributable, more than in other regions, to lack of education and qualifications. As previously noted, education was believed to hold the key to success. Among all respondents who rated the labour market "easy", the most frequently mentioned reason why their peers could not find jobs was laziness. It is interesting to note that Atlantic youth with such confidence were no less harsh than youths in other regions in pointing out the lackadaisical job searches of their peers. More than all respondents, youths in the Atlantic also felt that local job market was difficult for persons of the opposite sex (70% of Atlantic youths said "difficult" compared to 58% of all respondents).

East-coast youths reported with greater frequency than all youths that there were few jobs available in their communities. They did admit, however, that some sales jobs were available in retail and wholesale businesses.

When asked about responsibility for job shortages, a higher proportion of Atlantic youths than all Canadian youths held "government" accountable. Government was deemed to be responsible because there was "little investment" and basically the Atlantic was "ignored". Among the suggested remedies were additional public works projects, job creation schemes, government grants and heavier business investments.



## Outlook

Returning to their personal circumstances, the greatest proportion of Atlantic youths, like all respondents, hoped to be at their same job one year hence. Of respondents who felt that a different job would be attractive, Atlantic youths were least optimistic with regard to their chances of obtaining these types of jobs (53% of Atlantic youths compared to 67% of all respondents perceived their chances as good).

The Atlantic youths who felt their chances were good mentioned, more than average, that they had the requisite education and training. Those who felt their chances of changing jobs were poor explained that "no jobs were available".

It appears that youths in the Atlantic were all too aware of the paucity of jobs in their region. They seemed to accept the need to leave the Atlantic in order to find employment and indicated, more than all youths, their willingness to relocate. Indeed, their previous attempts to find jobs out of their local area outnumbered those of all respondents. Nonetheless, youths currently living in the Atlantic region fared poorly - they were least likely of all respondents to have ever landed a job out of their area.

Differences between Atlantic youths and all respondents were evident on psychological indicators. Youths in the Atlantic provinces scored lowest on measures of personal efficacy - they were the least definite about being able to plan and control their lives. They did agree that they were competitive to the same extent as youths in other regions. Of all Canadian youths, those in the Atlantic were most willing to settle down to permanent jobs.

Atlantic youths' patterns in the labour force were consistent with their attitudes. Their perceived lack of control and inability to plan were confirmed by greater chance of losing jobs through layoffs rather than voluntary

separations. In addition, they were less likely to be able to line up jobs on labour force entry than were respondents in other regions. The high proportion of Atlantic youths still at their first jobs reinforced their stated desires to settle down into permanent employment.

Advice they would offer younger siblings exemplified their views of keys to success in their labour market. Atlantic youths suggested more than all respondents that their siblings learn a trade or skill and go to university. Like all youths, they most frequently recommended completing school and getting the best possible education.

## B. QUEBEC REGION

Despite adverse economic conditions, Quebec youths expressed high levels of job satisfaction and stability, and optimistic attitudes with respect to their futures in the labour market.

At the time of the survey, Quebec had the second highest regional youth unemployment rate of 18.6%; this exceeded the national rate of 14.4%.

### Socio-Demographic Characteristics

Quebec youths entered the labour force with slightly higher than average educational achievements. Compared to 26% of Canadian youths, thirty percent of youths in Quebec had taken post-secondary courses. This finding in the survey no doubt reflects higher overall education levels in the Quebec population resulting from the past revolution of aspirations and expectations. In addition, high unemployment rates often stimulate higher enrollment and continuation rates.

It is probable that some Quebec youths continued on in school in order to postpone labour force entry, perhaps with expectations that the job market would improve. This hopeful attitude would be consistent with the overall optimistic stance of Quebec youths.

Another interesting difference between Quebec respondents and the sample as a whole was the higher proportion of youths in Quebec still living with their parents (67% vs. 60% of Canadian youths).

Furthermore, Quebec youths were not as likely to be main wage-earners or to have responsibility for the financial support of others. Sixty-three percent of Quebec youths (v. 54% of all respondents) reported that their parents were the main wage earners in their households.



Because of perceived labour market slack, youths in Quebec may have been unable to strike out on their own with confidence in their ability to maintain themselves. On the other hand, the youths may have perceived that their parents were struggling to earn a living and they may have felt compelled to live at home, pooling salaries to the benefit of all family members.

Mobility data provides evidence for another explanation of the difference in living status between Quebec youths and all respondents. Sixty-six percent of youths in Quebec (compared to only 55% of Canadian youths in general) were born in the same city or town in which they were currently residing. While youth in other regions reported a fair number of inter-provincial moves, Quebec youths did not. It is possible that youths in Quebec perceived barriers to relocation which were related to language and cultural differences. This then gives another reason why higher numbers of Quebec youths remained in the parental household.

#### Labour Force Entry

Quebec youths frequently mentioned that the reason they left school was to earn a living (33% vs. 21% of all youths). At the same time they were less likely to say they left because they graduated or completed their schooling (29% vs. 43% for all respondents). Respondents provided many reasons for leaving school when they did, sometimes referring to school (disliked it, finished/graduated) and often referring to entering the labour force (wanted to go to work, had a job lined up, etc.).

Young people in the Quebec region were more likely to have had a job in hand or lined up when they left school (58% vs. 53% of all youths), and for most, it was the type of job they wanted (58% vs. 49% of all respondents who had a job).

A high proportion of Quebec respondents without a job lined up were particular about the types of jobs for which they applied. The "choosy" youths in Quebec were less likely than average to land the jobs they desired. This may be related to the difficult labour market.

Quebec respondents credit education more frequently with helping them to obtain their first full-time jobs. They were more educated than average and they noted a relationship between their high levels of schooling and success in finding entry jobs.

At the time of the survey, Quebec youths were overrepresented among respondents still employed at their first jobs, which fits with their overall pattern of job stability.

#### Two-Year Labour Force Experience

Overall, Quebec youths were employed for 84% of the time they were labour force participants, slightly less than the national average of 86%.

They had the lowest average number of jobs and the highest average duration of jobs, which indicated that they had the lowest job turnover and highest stability. This may in part be due to less experimentation as a result of fewer job opportunities. It may also be a result of higher than average satisfaction with their jobs and, therefore, less motivation to change employment.

Quebec youths were overrepresented among job holders in the manufacturing and government administration sectors. In addition, Quebec respondents reported obtaining a higher than usual number of jobs in professional occupations.

Although respondents as a whole enjoyed the vast majority of the jobs they held, Quebec youths had an even higher than average job satisfaction rate. It is interesting that they were so satisfied given their salaries - which were the lowest, on average, in the country.

Although the number of spells of unemployment reported by Quebec youths were no different than for all respondents, the average duration per

spell was longer in Quebec region. Furthermore, a higher proportion of Quebec youths (42% vs. 38% of all respondents) experienced at least one spell of unemployment during the two-year period.

For the most part, unemployment in Quebec did not result from voluntary quits - more jobs ended because of work shortages. Despite severe unemployment, most of it involuntary, the overall situation for Quebec youth improved from the first year to the second year for which data was collected.

### Impact of Unemployment

More than those in other regions, Quebec youths tended to rely on unemployment insurance benefits for their main financial support when they were unemployed. Conversely, savings were a major source of support to few Quebec youths. It is reasonable to suppose that with protracted periods of unemployment they were unable to amass sufficient savings to fall back on when without a job. Further evidence of this is the fact that Quebec youths who were unemployed at the time of the survey had to cut down expenses and sell possessions more frequently than average.

Diminished social stigma may be another explanation for more widespread use of unemployment insurance in Quebec. This attitude of acceptance may result from long-standing depressed labour market conditions in the province, and concomitant necessity for temporary reliance on income replacement schemes.

It is not surprising that youths in Quebec were very likely to find "nothing" positive about the state of being unemployed. On the other hand, it is interesting that a fair proportion of Quebec youths (13% vs. 5% of all respondents) also answered "nothing" when asked what was the worst thing about being unemployed. For some Quebec youths then, being unemployed was not intolerable. Quebec youths appeared able to endure their present situation, with high expectations that the future would be rosier.



### Assessment of the Local Labour Market

Based on their personal experiences, Quebec youths were most likely to state it was difficult for them to obtain a job (58% compared to 42% of all respondents). However, when asked to rate their local labour market for job opportunities, Quebec youths' assessments almost matched those of Canadian youths in general (74% said it was difficult compared to 71% of all respondents). Given the above-average weakness of the Quebec job market, and the consequent below-average employment among Quebec youth, this lack of difference in perception suggests a basically positive outlook.

According to the youths who said it was easy or fairly easy for a person of their age and sex to find a job, clerical jobs were most frequently identified as available.

Quebec youths, like all youths, attributed responsibility for job shortages to "government" (at all levels). However, they were a little more likely to suggest that the economy in general was to blame for the lack of jobs. To ameliorate the situation, one in five Quebec youths proposed an expansion of industry and business activities in the province. Like all youths, the majority of Quebec youths (55%) did not know of a satisfactory remedy.

### Outlook

When all respondents were asked to project ahead one year, Quebec youths were more likely to prefer remaining at their current jobs (52% vs. 44% of Canadian youths). Further probes elicited reasons related to both job satisfaction in general, and to particular enjoyment derived from having the necessary training for their jobs.

Quebec youths desiring a change were more optimistic than youths in the rest of Canada about their chances of landing another job. More than all youths, they attributed their confidence to the education and training which they possessed.

In order to resolve personal employment problems, just over one-half (53%) of Quebec youths stated a willingness to relocate (55% of all youths said they were willing to move). However, when asked specifically about moves outside their province, they were more reticent than most; this could be related to cultural and linguistic preferences.

Major differences were noted between Quebecers and all Canadian youths on most indicators of psychological outlook. Quebec youths were least likely to feel powerless over the things that affected their lives. They rated themselves as the least competitive of all Canadian youths, and they were most likely to prefer to stay at one job for a long period. At the same time they held an overwhelming desire to reach the top in their line of work.

For the most part their behaviour was consistent with their attitudes; for example, they had the longest average job duration of all Canadian youths, which is consistent with their stated preference for remaining at one job a long time.

Quebecers expressed a belief in a bright future and suggested to their younger siblings that they prepare themselves, by means of education, to "reach the top" in the labour market. One could summarize their philosophy as "our time will come", and yet Quebec youths found considerable current job satisfaction.

### C. ONTARIO REGION

Since Ontario youths constituted 36% of the survey sample, their behaviour and attitudes exerted considerable influence on the profile of Canadian youths in general. As a result, the responses of Ontario youth and all Canadian youth were marked by a high degree of similarity.

At the time of the survey, the labour market environment in Ontario was better than average; the unemployment rate was 12.1% compared to the national rate of 14.4%.

#### Socio-Demographic Characteristics

Youths in Ontario region were least likely of all youths to have completed high school and most likely to have dropped out of the high school program. Proportions of youth with only primary school education and with post-secondary education mirrored those of all respondents. The abnormally high percentage of dropouts in Ontario region cannot be explained by reference to their reasons for leaving school since these were proportionally the same as those given by all youths.

Only a slightly higher than average proportion (28% vs. 26%) said that leaving school when they did was not a good decision. However, the minority of youths in Ontario who felt it was a bad decision to leave school when they did were more likely than usual (23% vs. 19%) to mention the need for additional education in order to find a better job, or their perception that they would have a better job if they were in possession of a certificate.

Similar to Canadian youths in general, Ontario respondents were for the most part single, living with their parents and without the major financial responsibility for their households.



### Labour Force Entry

Just over half of Ontario youths, the same proportion as of the sample as a whole, had a job at hand or lined up when they left school. Those with a job were not as likely as all respondents (45% vs. 49%) to report it was the type of job they really wanted. Of all youths without a job lined up, Ontario youths who conducted a specific job search were actually more likely than average (64% vs. 58%) to land the type of job they wanted. The relatively strong labour market in Ontario probably offered both a wider choice and greater number of entry jobs, thus permitting more youths to land the type of job they wanted.

Ontario youths were most likely of all youths to enter the labour force as semi-skilled or unskilled workers, such as assembly line workers. To a greater extent than youths in other regions, those from Ontario found their first job in the manufacturing sector.

It seems that Ontario youths were realistic in their expectations for entry jobs. Many Ontario youths had dropped out of high school and may have scaled down their aspirations, particularly when just starting out.

A higher proportion of Ontario youths than youths in all other regions reported that they obtained their first job through contacts - that is, friends and relatives. They were least likely of all respondents to have obtained their jobs by routinely completing application forms. As well, Ontario youths were most likely to have obtained their first full-time position as a result of previous part-time and temporary employment.

Only 35% of Ontario youths compared to 39% of all respondents felt their education was helpful in landing their first jobs. One reason for this difference could be the fact that an incomplete education would be considered a detriment to a job-seeker and there were more youths who did not complete high school in Ontario than in the other regions.

At the time of the survey, 38% of Ontario youths were still at their first jobs compared to 40% of all Canadian youths. Youths in Ontario region who were no longer at their first jobs were somewhat more likely than all respondents (24% vs. 20%) to cite layoffs and temporary job assignments as reasons for separation.

### Two-Year Labour Force Experience

Overall, youths in Ontario region were employed for 88% of the time they were members of the labour force, which was slightly higher than the national average of 86%.

Both the average number of jobs held by Ontario youths and the average job duration matched the national averages.

The higher than average work ratio of Ontario youths results from their lower overall incidence and duration of unemployment. Thirty-eight percent of all respondents experienced some unemployment during the two-year period compared to 36% of Ontario respondents. Further, youths in Ontario region had the lowest average number of spells of unemployment compared to youths in the other regions, and a lower than average duration per spell.

More than those in other regions, Ontario youths had jobs in manufacturing, finance, and hotel, entertainment and recreation industries. They filled a higher than usual number of jobs as salespersons, semi-skilled and unskilled workers, and service personnel.

Respondents in Ontario were as likely as Canadian youths in general to report termination resulting from voluntary quits and layoffs. However, they were more likely than average to have filled temporary jobs which accounted for a fair number of separations (17%). This may be related to the seasonal nature of work in the recreation industries. Also, as previously noted, Ontario youths were more likely than average to report they obtained full-time permanent positions as a result of first working at temporary and/or part-time jobs, often while still in the student role.

Ontario youths enjoyed the vast majority of their jobs (84%) similar to all youths (86% of jobs were enjoyed). Few mentioned having difficulties in performing their jobs or in coping with conditions of work.

On average, over the two years, Ontario youths earned a monthly salary of approximately \$618 which was slightly below the national average of \$635. The difference might be accounted for by the higher number of Ontario youths who held jobs in occupations with traditionally low wage levels, and the disproportionate number of high school dropouts.

#### Impact of Unemployment

Respondents from Ontario described their reasons for working or wanting to work (if unemployed) in much the same manner as youths in the other regions. Approximately four out of five referred to an economic motivator. Few mentioned psychological factors or social pressures.

The positive and negative aspects of unemployment were similar for Ontario youths and respondents in the other regions. The worst things about not having a job were lack of money and boredom. About half the youths could find "nothing" good about unemployment. For the remainder, having "time" in which to pursue personal interests, to visit family and friends and to relax was considered a benefit associated with unemployment.

Compared to 43% of all respondents, 40% of Ontario youth who were unemployed either previous to or at the time of the survey, reported that they had relied on UI benefits. They were a little more likely than average to mention support from family and friends.

The minimum financial requirements of Ontario youths when unemployed were slightly lower than those of youths in other regions. This may explain why they were least likely of all youths to report they had to cut back on expenses when not working.



### Assessment of the Local Labour Market

Based on their personal experiences, Ontario youths were more likely to report that it was easy for them to obtain employment (56% vs. 52% of all respondents with employment experience). Of those who said it was easy for them, 14% of Ontario youths mentioned knowing what they wanted and how to get it; only 9% of all Canadian youths displayed such confidence and determination. Ontario youths who felt it was personally difficult for them to find a job were more apt than all respondents to comment on their need for additional education and/or experience.

Youths in Ontario region rated the job market for persons their age and sex in the same way as all survey participants (71% felt it was difficult to find employment). Those in Ontario who assessed the labour market as easy suggested their peers had difficulty due to lack of experience (21% vs. 14% of all respondents).

The youths admitted that there were jobs available to them even though it was generally a difficult labour market. According to Ontario youths, jobs requiring few if any skills were available to young people in their communities. Many of these jobs were associated with the manufacturing sector. Like all respondents, Ontario youths mentioned that these types of jobs are available because "no one wants them", "they are always in demand", and of course the salaries for these jobs are low.

When asked about responsibility for job shortages, Ontario youths like Canadian youths, held "government" accountable. However, compared to youths in other regions, Ontario respondents were most likely to blame local government, least likely to charge their provincial government with responsibility for shortages of jobs, and most likely to mention "government" in the general sense.

Among respondents who offered remedies, Ontario youths were more likely to suggest tighter control on immigrants (9% vs. 6% of all youths). Their main advice centered on additional government and private sector investment in Ontario.

## Outlook

All respondents were asked to project ahead one year and the same proportion of Ontario youth and all Canadian youths (44%) hoped to retain their current job or be engaged in a similar type of work. Of youths who hoped to change jobs, Ontario respondents were slightly less optimistic about their chances (62% thought their chances were good compared to 67% of all respondents).

Respondents working full time when interviewed were asked about remaining with their employer or company one year ahead. Sixty-four percent of Ontario youth, compared to 61% of all youths stated that they preferred to continue working for their current employer. While Ontario youth were more likely than youths in other regions to be working at low skilled occupations, they were also more likely to mention salaries and opportunities for advancement as reasons for staying with their employers.

In their quest for employment, a lower proportion of Ontario youths than of all youths had conducted searches outside their home towns. Ontario respondents also reported less success in obtaining jobs outside their community. Nevertheless, they were as willing as young people in other regions to move in order to get a job. Of all youths who were not agreeable to a move, Ontario youths were more likely to express reluctance based on family, household, and financial obligations in their home town.

Overall, psychological indicators revealed that Ontario youths felt well in control of their lives, were fairly competitive and preferred a stable job situation. These attitudes were consistent with actual labour force behavior. Preference for stability was confirmed in their intention to stay with the same employer in the future. Their lower than average incidence and duration of unemployment reinforced their expressions of confidence.

The advice Ontario youths would offer to young siblings clearly reflected their personal experiences. More than average (44% compared to 37% of all youths), they suggested that their younger brothers and sisters finish school.



#### D. PRAIRIE REGION

Prairie youth manifested labour market behaviour and expressed attitudes which demonstrated their preference for flexibility, change and new and different experiences. Wide job experience was favoured, sometimes in combination with skill training or other study programs.

The comparatively favourable labour market environment for young people in the Prairies probably accounted for their greater than average freedom to choose and control their employment endeavours. At the time of the survey, the youth unemployment rate in the Prairie Region was 8.5% - the lowest rate of all regions, and considerably below the national average of 14.4%.

#### Socio-Demographic Characteristics

There was evidence in the survey data to support the hypothesis that the relatively "prosperous" labour market of the Western Provinces held considerable appeal for youths in other areas of Canada. Over one in four (27%) of the Prairie youths surveyed had come to the Western Provinces from another region either alone or as part of a family relocation.

Western youth were more likely than average to be living alone or with friends (31% vs. 21% of all youths) and less likely to be residing with their parents (51% vs. 60%). Some of this difference could be accounted for by youths who recently migrated to or relocated within the Prairie provinces. Many of them would have done so on their own as opposed to moving with their families. Other Prairie youths may have been working on projects in primary industries or construction which required moving away from the parental residence. Of necessity then, they lived alone, or with others in the same situation.

A slightly higher than average proportion of Prairie youths reported that they were main wage earners, a logical extension of living alone or with peers. It would appear that the burden of the main wage earner role was not too

heavy since Prairie youths earned higher than average incomes and had shorter spells of unemployment compared to the sample as a whole.

### Labour Force Entry

The relatively strong labour market allowed Prairie youths to obtain their first jobs fairly quickly. Seventy-seven percent of Western respondents were employed within three months of leaving school, compared to 68% of youths throughout Canada. Prairies youths claimed to be least choosy about the nature of their first job - 62% denied seeking a particular type of job (compared to 53% of all Canadian youths). However, faster entry on the part of Western youth cannot be attributed solely to a wide and more general job search. In fact, of all youths who stated they conducted searches for specific jobs, Prairies youths were most likely to land the jobs they wanted (67% vs. 58% of all youths seeking specific jobs). Clearly, youths were absorbed into the labour force more smoothly in the Prairies due to a greater overall demand for labour.

The same proportion of Prairies youths as all Canadian respondents were still employed at their first job at the time of the survey. Westerners who had separated from their first job were slightly more likely than all youths to have quit (30% vs. 26%). Only 5% of Prairie youths were laid-off from their first jobs compared to 11% of all youths no longer at their first full-time jobs. Greater than average job opportunities may give Prairie youths more freedom to experiment in the job market, in an attempt to find jobs that offer them satisfaction or a new experience.

### Two-Year Labour Force Experience

During the two year calendar period, Prairie respondents were employed on average for 90% of the time that they were in the labour force. This was of course higher than the national average of 86%.

Youths in the Western Provinces had a higher than average job turnover resulting in shorter average job duration. Turnover was often due to voluntary separation, and frequently did not result in unemployment. Prairie youths were underrepresented among those youths who experienced layoffs or who were fired from jobs over a two-year period.

During the two-year period, 32% of Prairie youths (vs. 38% of all youths) experienced some unemployment. On average, they had fewer spells of unemployment and a shorter than average duration of months unemployed compared to the sample as a whole.

Job satisfaction was high among Western youths, as it was among the sample as a whole. As would be expected, few job difficulties were reported. Monthly salaries were higher on average than salaries reported for respondents across Canada.

#### Impact of Unemployment

While unemployment was lower than average, it had to be reckoned with when it occurred. When asked what was good and what was bad about being unemployed, the responses of Prairie youths were interesting. While they pretty much agreed with all youths that lack of money and boredom were the two worst things about unemployment (in that order), they were less likely than average to say that there was "nothing" good about it, and more likely to mention free time in one way or another as a benefit. Perhaps the general knowledge that their period of being without work was likely to be short-term allowed them to be more relaxed when unemployed, and savour to some degree the benefits of additional personal time.

Prairie youths were more likely than average to refuse job offers while unemployed. The reasons most commonly cited related to the type of work and location of the jobs. Again, job availability presumably allowed more latitude to pick and choose among available jobs.



While out of a full-time job in the past or at survey time, they relied half as much on UI and twice as much on savings as all youths. This is interesting, since presumably they, more than others, would have the necessary insured weeks to qualify for UI benefits. Many of the non-UI recipients said they were qualified but just didn't bother to apply for benefits. Reluctance to claim UI is no doubt related to more voluntary leaving with the attendant 6 week waiting period, and greater requirements for active job search by UI offices in the Prairie region. In general these youths expected to be unemployed for relatively short periods and were likely to feel that UI benefits were outweighed by the "hassle" involved.

#### Part-time Workers

Of those youths not working full time when interviewed, Prairie youths were overrepresented among those who were working part time and underrepresented among those looking for a full-time job. When part-timers were questioned further, they reported to a higher than average degree that they were pursuing their schooling or taking job training courses. It may well be that work-study combinations, including industry-sponsored programs, were more prevalent in the West due to the greater number of part-time jobs available to young people.

#### Outlook

Based on their personal experiences, Western youths were much more likely than the average to say it was easy for them to get a job (66% vs. 52% of all youths who had ever worked). Of those claiming it was difficult, the youths from the western provinces were more likely to attribute difficulties to lack of education, qualifications or experience, and less likely to report a scarcity of jobs.

The majority of youths working at a full-time job in the Prairies reported they would like to stay at that same job for at least another year (61% vs. 53% of all youths). This is surprising, given their higher than average turnover rate. Perhaps Prairie youths perceive more opportunities to change

jobs, if they so decide, which gives them greater satisfaction in their current job. Perhaps they choose to remain in their employment, rather than feeling compelled to stay for lack of alternative employment.

When all respondents were queried as to whether it was easy or difficult for a youth of their sex to get a job, Prairies youths were more apt to say easy (38% vs. 25% of all youths). Those who claimed it was easy, said some people had trouble because their expectations were too high. Those who felt it was difficult admitted there were semi-skilled and unskilled types of jobs available.

Again, when all respondents were asked about their plans one year ahead, Prairies youths were more likely than average to mention an intention to return to school (15% vs. 10% of all youths).

Of those who hoped to be employed at a different job, Western youth were more optimistic about getting such employment. The reasons they emphasized, more than youths from other Regions, related to availability of jobs and their perceptions of themselves as "good workers".

Differences between Prairie youths and all youths were evident on psychological indicators. Prairie youths were found to be most competitive and most confident about being able to control the course of events. They were less committed than all youths to job stability. Their greater than average preference for job experimentation was exemplified by their labour market behaviour over the two year period, during which they experienced high job turnover - mostly of their own volition.

The advice they would offer a younger sibling reflects their general outlook. While, like all youths, they stressed obtaining a good education, to a greater than average degree youth on the Prairies suggested that their young brothers and sisters "do what they want". It seems they would continue to advocate a philosophy of experimentation in the job market.

### E. PACIFIC REGION

At the time of the survey, the unemployment rate in the Pacific was 15.7%, marginally worse than the national average of 14.4%.

Overall, the labour force behaviour and labour market perceptions of west coast youths were similar to those of all young people in the sample, with some exceptions. B.C. youths were characterized by a relaxed approach to the labour market - for example, they were more likely than average to enjoy the free time which is available to the unemployed. This was somewhat surprising in that their overall employment picture was slightly poorer than average. With respect to jobs, B.C. youths were more selective and less stable, so that measures of job turnover and time unemployed were higher than average.

#### Socio-Demographic Characteristics

Compared to the norm for all survey respondents, fewer B.C. youths were living with their parents and more were living alone or sharing living quarters with friends (27% vs. 21% of all youths). It follows that they were more likely to describe themselves as main wage-earners - or as members of households where financial responsibilities were shared. The most obvious explanation for B.C. youths' tendency to live away from the parental home may be that the youths have moved away from their home towns in other regions or in other parts of the province. This is confirmed to some degree by the lower than average percent of youths in B.C. who said they were born in the town or city where they were living when surveyed. They were also more likely than average to report interprovincial moves.

#### Labour Force Entry

When asked why they left school at the time they did, 43% of survey participants stated they had graduated or completed their studies and did not intend to continue their formal education at that time. Other youths said they wanted to go to work or they disliked school and did not refer to the fact that



they graduated or completed their studies. A number of youths gave several reasons for leaving school when they did. While B.C. youths cited graduation as a reason for leaving school much more than Canadian youths as a whole (53% vs. 43%), in reality, their educational attainment appeared remarkably like that of all youths.

B.C. youth were less positive in their assessment of the labour market advice they received at school than were youths as a whole. Indeed, 20% of B.C. youth, compared to 14% of all youths, felt that they had received "bad" advice. Apparently B.C. youths were more likely to receive advice from parents, friends, employers and so forth, than were all youths (48% vs. 41%). However, they were less positive than all youths about the value of this advice. Seventy-seven percent of B.C. youths compared to 83% of all respondents said the advice was good.

Youths in the Pacific Region were a bit slower than average in finding their first full-time job after leaving school. Sixty-five percent of youths in B.C. vs. 68% of all respondents found their first job within three months. Yet it does not appear that they were being too particular in their job searches; those who had lined up a job were not as likely to say it was the type of work they wanted. Further, those who did not have a job set up were less likely than all youths to be conducting restricted job searches. Of those that were more specific in their job search, youths from B.C. were less successful in finding the special type of job they were looking for (53% vs. 58%).

Direct application to employers produced results for a higher proportion of Pacific youths than youths in general. Education was less often deemed to be helpful in getting the first job by youths in B.C. than by all respondents.

At the time of the survey, approximately the same proportion of west coast youths as of all youths were still employed at their first jobs (40%). However, more B.C. youths had been at that same job for two years or longer (36% vs. 32% of all youths still at their first job). This evidence of stability was

later contradicted by indications of high job turnover. In fact, B.C. youth may comprise two distinct sub-groups - one very stable and one relatively unstable in labour force behaviour.

### Two-Year Labour Force Experience

Given that the unemployment rate for B.C. youths ranked "in the middle" across regions, it is striking that on many measures they were at the extreme high or extreme low end of the scale for all five regions. For example, B.C. youths had the highest average salaries for jobs held during the two years. On the other hand, the proportion of jobs enjoyed by west coast youths, while still high, was the lowest in the nation (83% vs. 86% on average). Similarly, they were more likely than youths in the rest of Canada to have had difficulties in their job (19% vs. 15% for all youths).

Although youths in B.C. averaged the same proportion of time employed as did all respondents, they held more jobs for shorter periods than did the rest of Canadian youth.

Unemployment was more widely distributed among B.C. youths. Forty-three percent reported at least one month of unemployment in a two-year period, compared to 38% of respondents in the whole of Canada. Although B.C. youths spent as much total time unemployed as their counterparts across the country, they had a higher incidence of unemployment. Their average number of spells of unemployment was the highest in the nation, at 1.7 spells per person. But since their total time unemployed was quite average, B.C. youths had the lowest duration per spell - 3.7 months on average. It appears that the high unemployment rate of B.C. youths reflected an abnormally high incidence of short spells, rather than the fewer but protracted spells characteristic in other areas.

While B.C. youths had high numbers of jobs, signalling more job turnover, their reasons for leaving jobs generally followed the same patterns of all youths. They were slightly overrepresented among youths who had quit (B.C.

youths comprised 11.5% of quitters but only 10.5% of all job leavers).

B.C. youths were overrepresented among youths who had worked in service occupations such as waiters/waitresses, taxi drivers, handymen, etc. They also tended, more than all youths, to work in construction, transportation, and hotel and recreation industries.

### Impact of Unemployment

The psychological effects of unemployment may have been less negative for youths in British Columbia than for those elsewhere in Canada. B.C. youths were more likely to mention having "free time" as a positive aspect of being unemployed. They were also less likely to see "nothing" good in being jobless. These differences in attitudes could be accounted for by their shorter duration of spells of unemployment. Alternatively, these attitudes toward unemployment may reflect a more permissive or accepting social milieu in general.

B.C. youths seemed to need more money to get by when unemployed. Forty-eight percent versus forty-five percent of all respondents required \$100 or more per week. It would appear that this money came from savings and not from unemployment insurance: 60% of B.C. youth compared to 25% of all respondents mentioned using savings to maintain themselves while without work. Whereas 43% of all respondents received UI benefits when unemployed, only 38% of B.C. youths reported reliance on UI. This behaviour was consistent with short spells of unemployment, high salaries when employed, and living with friends who share financial responsibilities.

A slightly higher than average proportion of west coast youths had refused job offers while unemployed (19% vs. 16% of all youths). Like all respondents, their reasons for refusal most often related to location and working conditions. But the B.C. unemployed were twice as likely (18% vs. 9%) as all unemployed youths who refused jobs to say they had wanted more free time, were tired, or were not ready to work at the time of the job offer. Overall,



the experience of unemployment seemed less severe in both financial and social terms, for B.C. youths.

### Assessment of Labour Market and Outlook

Based on their personal experience, 55% of B.C. youths said it was easy for them to get a job (compared to 52% nationally). But when asked more generally about their local labour market, only 19% said it was easy or fairly easy for a young person of their sex to get a job (nationally, 25% said it was easy). B.C. youths personally did not find the labour market too difficult, but in general their labour market situation was worse than that in other regions across Canada.

More than the sample as a whole, B.C. youths suggested their peers who had difficulty finding jobs were lazy (32% vs. 29% of all youths). Of all youths who said the labour market was difficult, B.C. youths were more likely than average to say there were some jobs available (67% vs. 61%), mostly service jobs. The reasons for the difficulty were the scarcity of jobs and keen competition (22% of B.C. youths mentioned "competition" as compared to 17% of all youths).

West coast youths were more ready than most to offer an opinion on who was responsible for job shortages. They were more likely than all youths to attribute responsibility to the poor economy, unions, their provincial government, people themselves and immigrants. They were least likely to say "do not know". Yet more of them were unable to offer solutions and those they did suggest followed the same patterns as those of all youths.

B.C. youths seemed to have done their job hunting over a broader field than youths in the rest of Canada. A greater proportion of B.C. youths than Canadians as a whole had ever gone to another city to look for a job. B.C. youths had also looked for out-of-town jobs more often than others. Their efforts were rewarded with greater than average numbers of jobs obtained by this method.

Looking ahead one year, west-coast youths more than others wanted to try another type of work or go back to school, rather than stay in their present fields. Nonetheless, 31% did want to continue at their present type of work, mainly because it was challenging and interesting. Those who felt confident about getting a different type of job in future mentioned relying on their "contacts". Similarly, when youths working full time were asked if they wanted to stay with their present employer or change companies, B.C. youths were more likely to opt for a change (37% vs. 28%). In general, west-coast youths seemed more likely to be changing jobs in future.

Compared to all youths, those in B.C. tended to feel less in control of their own lives. They claimed they were as competitive as all respondents, but they expressed less desire to reach the top in their line of work. They also expressed a lower than average preference for stability. Their advice to younger siblings, while echoing that offered by most respondents, more often mentioned learning a trade or skill and being selective about education and jobs. Less emphasis was placed on completing school as an end in itself.

It would seem that many youths in the British Columbia region had not yet made important personal decisions about the degree to which they would participate in the labour market. They may have been experimenting in the job market and thus were not ready to settle into long term job commitments. Fortunately, economic conditions in their area allowed high job turnover without the penalty of long spells of unemployment between jobs.

X CONCLUSIONS

Among the major survey findings are:

1. The majority of youth are able to sustain full employment. A substantial proportion of youth experience short-term unemployment during their early labour market experiences, and a minority of youth have severe long-duration joblessness. This latter group accounts for just over half of the months of unemployment reported by youth. Of every ten non-student youths in the labour force, roughly six will have made a successful smooth transition from school to work, three will have encountered some adjustment problems, either immediately on entry or while still in the early stages of full-time participation, and approximately one in ten will have experienced serious problems associated with job attainment either at entry and/or as a result of involuntary or voluntary job separation.

This retrospective survey allows for an estimation of the number of young people now in the labour force who have had severe problems in the past and who are likely to be having problems or to again encounter severe unemployment. Out of the youth labour force of about three million as many as 250,000 young participants may have experienced severe unemployment over the preceeding two-year period. Among those with a history of severe unemployment a high proportion would be unemployed and likely to experience a recurrence of severe unemployment.

2. There is evidence that various personal and environmental characteristics are associated in a statistically significant way with the group suffering severe unemployment. Nevertheless, it is difficult to identify those youth most likely to experience severe unemployment. While in the aggregate, some characteristics such as dropping out of high school are systematically related to severe unemployment, the relationships are not strong enough to permit advance determination, with great confidence, of which particular young people will have serious labour market problems.



3. Only one characteristic stands out fairly clearly in identifying the severely unemployed, though not in advance, namely their tendency to repeat an experience of long-duration joblessness. The evidence presented indicates that slightly more than 50 percent of those with severe unemployment in one year are likely to be severely unemployed in the following year as well. Even so, some youths are able to secure employment for most or all of the year following the one in which they were severely unemployed. Thus, while on average, long-term joblessness is repetitive, the extent to which severe joblessness is chronic can only be tested in a longitudinal survey of more than two year's duration.
4. Early labour market experiences of young people are related to subsequent events. For several reasons unemployment should not be viewed as a transitory developmental stage which most young people go through. First, the survey data reveal that the majority of youth did not experience unemployment. Secondly, for a significant proportion of those who had unemployment there was some evidence that there are after-effects associated with extensive joblessness. In comparison to youths with less unemployment, the severely unemployed were more likely to report difficulties on their jobs and less likely to enjoy the jobs they managed to secure. Moreover, their jobs did not pay as well as those held by youths who experienced unemployment of shorter duration. These findings are corroborated by the U.S. analyses of longitudinal data which conclude that youths with long-duration unemployment early in their careers lose experience and many tend to find their later employment opportunities more restricted to low-paying, non-satisfying, non-secure jobs.
5. Education is the most significant factor in explaining labour market success or lack of success, measured by extent of employment and earnings. A number of studies have suggested that the value of education in the labour market has declined over the last decade. While the survey results cannot directly address changes in the overall value of education over time, they do demonstrate the relative

value of successive levels of educational attainment. Completion of a high school program has a significant positive effect on both employment and earnings of young people. Post-secondary education still "pays", measured both by earnings and by status of occupations.

6. Pre-entry preparation provides a high return on investment for young people. Part-time and/or summer employment can lead to full-time out-of-school employment, and employment experience while still in the student role is positively related to later full employment. The occupation of the entry job is related to subsequent employment and financial success, after controlling for education and other factors. Therefore, comprehensive services for the dissemination of labour market information in schools can be an important resource for assisting youth to select, whenever possible, an appropriate first job.
7. Place of residence exerts an influence on labour market experiences of youth. Living in the eastern regions of Canada implies exposure to markets which are more likely to provide unfavourable entry experience for young participants. In these areas the jobs most accessible to youth tend to be characterized by low pay and a lack of permanency. In addition, living in a rural area or urban centre influences success in the labour market; residence in urban areas tending to be associated more with success.
8. The majority of youth are optimistic about their future and are confident of their ability to make plans and carry them out. While they generally assess the labour market for young people as being difficult, they personally report confidence in their capacity to secure employment. The high level of youth unemployment has not spawned any significant pessimistic or rebellious cohort of youths.

The survey findings based on retrospective cross-sectional analysis are most relevant to broad policy considerations. The majority of youth have few persistent labour market problems and as they move into adulthood, their

labour market situation should continue to stabilize. However, the "average youth" concept masks variation among young people and this survey offers some evidence that there is a small group of youths that experiences severe, long-duration unemployment. Furthermore the survey provides data to demonstrate some degree of correlation between early labour market experiences and later measures of success among youth. Therefore, on average, youths whose initial entry experiences are dominated by unemployment are fairly likely to continue to have difficulties and many would enter the adult labour force at a disadvantage.



## APPENDICES



QUESTIONNAIRE

COMPLAN RESEARCH ASSOCIATES LTD.

PROJECT #77-027

CT \_\_\_\_\_ EA \_\_\_\_\_

RESPONDENT  
NAME: \_\_\_\_\_

CITY: \_\_\_\_\_

RESPONDENT  
ADDRESS: \_\_\_\_\_

INTERVIEWER: \_\_\_\_\_

RESPONDENT  
TEL. NO.: \_\_\_\_\_

TIME INTERVIEW STARTED: \_\_\_\_\_

COMPLETED: \_\_\_\_\_

DATE OF INTERVIEW: \_\_\_\_\_

MALE ( ) 9-1 FEMALE ( ) 2

INTRODUCTION: HELLO! I'M \_\_\_\_\_ FROM COMPLAN RESEARCH. WE ARE DOING A PUBLIC OPINION SURVEY IN THIS AREA WITH YOUNG PEOPLE ABOUT THEIR EXPERIENCE WITH SCHOOL AND WORK. FIRST, COULD YOU TELL ME HOW MANY YOUNG PEOPLE LIVING IN THIS HOUSEHOLD ARE BETWEEN 15 AND 24 YEARS OLD AND ARE NOT GOING TO SCHOOL FULL TIME?

CARD 1

(SELECT RESPONDENT USING GRID, RE-INTRODUCE IF NECESSARY AND CONTINUE)

10-1

YOUR ANSWERS WILL BE CONFIDENTIAL. YOUR NAME WILL NEVER BE RELEASED AND YOUR ANSWERS WILL BE COMBINED WITH THOUSANDS OF OTHERS TO FORM A STATISTICAL REPORT.

1. FIRST OF ALL, WE'D LIKE TO ASK SOME QUESTIONS TO MAKE SURE WE HAVE THE RIGHT GROUP OF PEOPLE IN THE SURVEY. TO BEGIN WITH, WOULD YOU TELL ME YOUR AGE?  
(CIRCLE ANSWER)

15 16 17 18 19 20 21 22 23 24

11-

12-

2. ARE YOU A FULL TIME STUDENT?

YES ( ) TERMINATE NO ( ) GO TO Q.3

3. DO YOU HAVE A FULL TIME OR PART TIME JOB RIGHT NOW?

YES ( ) 13-1 GO TO Q.7 NO ( ) 2 GO TO Q.4

13-

4. ARE YOU INTERESTED IN GETTING A JOB AT THE PRESENT TIME?

YES ( ) GO TO Q.5 NO ( ) TERMINATE

5. ARE YOU LOOKING FOR A JOB AT THE PRESENT TIME?

YES ( ) 14-1 GO TO Q.7 NO ( ) 2 GO TO Q.6

14-

6. COULD YOU TELL ME WHY YOU ARE NOT LOOKING FOR A JOB AT THE PRESENT TIME?

|                                         | FIRST<br>MENTION | OTHER<br>MENTIONS |
|-----------------------------------------|------------------|-------------------|
| TEMPORARY LAYOFF/<br>WAITING FOR RECALL | ( ) 15-1         | ( ) 2             |
| WAITING TO START NEW JOB                | ( ) 16-1         | ( ) 2             |
| UNION HIRING HALL MEMBER                | ( ) 17-1         | ( ) 2             |
| HEALTH/ILLNESS                          | ( ) 18-1         | ( ) 2             |
| MATERNITY/CHILD CARE, KEEPING<br>HOUSE  | ( ) 19-1         | ( ) 2             |
| JOB TRAINING/BACK TO SCHOOL             | ( ) 20-1         | ( ) 2             |
| RELAXING/VACATION                       | ( ) 21-1         | ( ) 2             |
| NO JOBS AVAILABLE                       | ( ) 22-1         | ( ) 2             |
| LACK SKILLS                             | ( ) 23-1         | ( ) 2             |
| NOT INTERESTED IN WORKING NOW           | ( ) 24-1         | ( ) 2             |
| NOT INTERESTED IN WORKING EVER          | ( ) 25-1         | ( ) 2             |
| OTHER<br>(SPECIFY) _____                |                  |                   |

15-

16-

17-

18-

19-

20-

21-

22-

23-

24-

25-

26-

27-



7. NOW I NEED SOME INFORMATION ABOUT YOUR SCHOOL BACKGROUND. HOW FAR DID YOU GO IN SCHOOL - THAT IS, WHAT WAS THE HIGHEST LEVEL YOU REACHED?

GRADE SCHOOL - PART ( ) 28-1 28-  
 - COMPLETED ( ) -2  
 HIGH SCHOOL - PART ( ) -3  
 - COMPLETED ( ) -4  
 TECHNICAL (VOCATIONAL) - PART ( ) 29-1 29-  
 - COMPLETED ( ) -2  
 UNIVERSITY/COMMUNITY COLLEGE/CEGEP - PART ( ) -3  
 - COMPLETED ( ) -4  
 POST GRADUATE STUDIES \_\_\_\_\_  
 (SPECIFY)  
 OTHER \_\_\_\_\_  
 (SPECIFY)

(IF RESPONDENT ATTENDED BOTH HIGH AND TECHNICAL SCHOOLS, CHECK BOTH CATEGORIES)

8. HOW LONG AGO DID YOU STOP BEING A FULL TIME STUDENT? (RECORD)

\_\_\_\_\_ MONTHS AGO OR \_\_\_\_\_ YEARS AGO

9.(A) HAVE YOU SPECIALIZED IN ANY SUBJECT OR TYPE OF TRAINING? FOR EXAMPLE, ELECTRONICS, WELDING, TEACHING, MATHEMATICS, OR SOMETHING LIKE THAT?

YES ( ) 32-1 CONTINUE NO ( ) -2 SKIP TO Q.10

(B) WHAT WAS IT? (RECORD SPECIFIC SUBJECT) \_\_\_\_\_

(C) WHERE DID YOU TAKE THIS TRAINING? (DO NOT READ LIST) (PROBE)

HIGH SCHOOL ( ) 35-1 35-  
 TECHNICAL SCHOOL - SECONDARY LEVEL ( ) -2  
 - POST SECONDARY ( ) -3  
 UNIVERSITY/COMMUNITY COLLEGE/CEGEP ( ) -4  
 OTHER \_\_\_\_\_  
 (SPECIFY)

(D) DID YOU COMPLETE THIS TRAINING - THAT IS, DID YOU GRADUATE OR GET A CERTIFICATE, OR SOMETHING LIKE THAT?

YES ( ) 36-1 NO ( ) -2 36-

(E) HAVE YOU TAKEN ANY FURTHER TRAINING IN THIS FIELD?

YES ( ) 37-1 NO ( ) -2 SKIP TO (G) 37-

(F) WHAT? (SPECIFY) \_\_\_\_\_

(G) WHAT WERE THE REASONS WHY YOU DECIDED TO TAKE THE TYPE OF TRAINING YOU DID?

(RECORD VERBATIM) \_\_\_\_\_

10. WHAT WERE YOUR REASONS FOR LEAVING SCHOOL WHEN YOU DID? (DO NOT READ LIST)

CHILD/MARRIAGE ( ) 46-1 CHECK ALL MENTIONS 46-  
 GRADUATED ( ) 47-1 47-  
 FRIENDS WERE LEAVING ( ) 48-1 48-  
 EARN A LIVING/MAKE MONEY ( ) 49-1 49-  
 HAD A JOB/WANTED TO WORK ( ) 50-1 50-  
 EXPELLED ( ) 51-1 51-  
 FED UP/DIDN'T LIKE SCHOOL ( ) 52-1 52-  
 OTHER \_\_\_\_\_ 53-  
 (SPECIFY)

11.(A) DO YOU BELIEVE NOW THAT LEAVING SCHOOL WHEN YOU DID WAS A GOOD DECISION?

YES: GOOD DECISION ( ) 54-1

NO: NOT A GOOD DECISION ( ) -2

(B) WHY DO YOU SAY THAT? (RECORD VERBATIM)

---



---



---

12.(A) BEFORE LEAVING SCHOOL, DID YOU GET ADVICE FROM TEACHERS OR COUNSELLORS ABOUT POSSIBLE JOBS OR CAREERS?

YES ( ) 59-1 GO TO (B) NO ( ) -2 GO TO Q.14

(B) WHO GAVE YOU THAT ADVICE?

TEACHERS ( ) 60-1

COUNSELLORS ( ) -2

BOTH ( ) -3

13.(A) DO YOU THINK THE ADVICE YOU RECEIVED WAS GOOD OR BAD?

GOOD ( ) 61-1

BAD ( ) -2

GO TO (B)

DON'T KNOW/  
NOT SURE ( ) 61-  
GO TO Q.14

(B) WHY DO YOU SAY THAT? (RECORD VERBATIM)

---



---



---

14. DID YOU RECEIVE ADVICE FROM ANY ONE ELSE?

YES ( ) 66-1 GO TO Q.15 NO ( ) -2 GO TO Q.16

15.(A) WHO GAVE YOU THAT ADVICE?

PARENTS ( ) 67-1

RELATIVES ( ) 68-1

FRIENDS ( ) 69-1

EMPLOYERS ( ) 70-1

MANPOWER ( ) 71-1

OTHER (SPECIFY) \_\_\_\_\_ 72-

(B) DO YOU THINK THE ADVICE YOU RECEIVED WAS GOOD OR BAD?

GOOD ( ) 73-1

BAD ( ) -2

GO TO (B)

DON'T KNOW/  
NOT SURE ( ) 73-  
GO TO Q.16

(B) WHY DO YOU SAY THAT? (RECORD VERBATIM)

---



---

16.(A) DID YOU HAVE A JOB (OR A JOB LINED UP) WHEN YOU LEFT SCHOOL?  
 YES ( ) 11-1 NO ( ) -2 GO TO Q.17

(B) WAS THAT THE TYPE OF JOB YOU HAD REALLY WANTED?

YES ( ) 12-1 GO TO Q.19  
 NO ( ) -2

17. WHEN YOU LEFT SCHOOL WERE YOU LOOKING FOR A PARTICULAR JOB OR TYPE OF JOB?  
 YES ( ) 13-1 GO TO Q.18 NO ( ) -2 GO TO Q.19

18. DID YOU GET THE TYPE OF JOB YOU WERE LOOKING FOR?  
 YES ( ) 14-1 NO ( ) -2

19. HOW LONG AFTER YOU LEFT SCHOOL DID YOU GET YOUR FIRST FULL-TIME JOB?

(WRITE IN) \_\_\_\_\_

NO JOB SINCE LEAVING SCHOOL ( ) 38 GO TO Q.40  
 ONLY WORKED PART TIME ( ) 39 (PAGE # 9 - 31K)

20.(A) WHAT KIND OF JOB DID YOU GET AND WHAT TYPE OF COMPANY WAS IT?  
 (EXAMPLE: SALES CLERK IN A SHOE STORE)

KIND OF WORK: \_\_\_\_\_

TYPE OF COMPANY: \_\_\_\_\_

(B) HOW EXACTLY DID YOU GET THAT JOB? (RECORD VERBATIM)

21.(A) DO YOU FEEL YOUR EDUCATION HELPED YOU TO GET THAT JOB?  
 YES ( ) 25-1 GO TO (B) NO ( ) -2 GO TO Q.22

DON'T KNOW/ NOT SURE ( ) -9

(B) HOW? (RECORD VERBATIM)

22.(A) HOW LONG WERE YOU AT THAT JOB?

STILL EMPLOYED AT JOB ( ) 30-1

LESS THAN 2 MONTHS ( ) -2  
 2 - 6 MONTHS ( ) -3  
 7 - 12 MONTHS ( ) -4  
 1 - 2 YEARS ( ) -5  
 2 YEARS - ( ) -6

30  
 TO  
 (6)

(B) HOW LONG HAVE YOU HAD THE JOB?

(WRITE IN) \_\_\_\_\_ GO TO Q.27



22.(c) PEOPLE LEAVE JOBS FOR VARIOUS REASONS. WHAT WAS YOUR REASON? E.G., WAS IT A TEMPORARY JOB OR DID YOU QUIT FOR SOME REASON? (RECORD VERBATIM)

---



---



---

33-  
34-  
35-  
36-

(d) WHY WAS THAT? (DO NOT READ LIST) (RECORD)

(INTERVIEWER NOTE:

SHORTAGE OF WORK ( ) 37-1  
SALARY ( ) 38-1  
CONDITIONS ( ) 39-1  
CO-WORKERS ( ) 40-1  
PRESSURE ( ) 41-1  
TYPE OF WORK ( ) 42-1  
BOSS ( ) 43-1  
FAMILY ( ) 44-1  
LOCATION ( ) 45-1  
MOVED ( ) 46-1  
OTHER \_\_\_\_\_  
(SPECIFY) \_\_\_\_\_

THIS MAY HAVE BEEN  
ANSWERED ABOVE)

37-  
38-  
39-  
40-  
41-  
42-  
43-  
44-  
45-  
46-  
47-  
48-

23. HOW MANY FULL TIME JOBS, THAT IS 30 HOURS A WEEK OR MORE, HAVE YOU HAD SINCE LEAVING SCHOOL? (CIRCLE ANSWER)

1 2 3 4 5 6 7 8 9 OR MORE

49-

24. OF THESE FULL-TIME JOBS, HOW MANY DID YOU WORK AT FOR - (READ LIST)  
(WRITE IN NUMBER)

# OF JOBS

2 YEARS OR MORE  
1 YEAR - 2 YEARS  
6 MONTHS - 1 YEAR  
LESS THAN 6 MONTHS

---



---



---



---

50-  
51-  
52-  
53-

INTERVIEWER: CHECK ANSWERS TO QUESTION 24 TO ENSURE TOTAL IS SAME AS Q.23

25. SINCE YOU LEFT SCHOOL AND AFTER YOU GOT YOUR FIRST JOB HOW MANY TIMES IN ALL HAVE YOU BEEN WITHOUT A JOB, COUNTING LAYOFFS?

0 1 2 3 4 5 6 OR MORE  
GO TO Q.27 SO TO Q.25

54-

26. HOW MANY TIMES DID THESE PERIODS LAST? (READ LIST) (WRITE IN NUMBER)

# OF TIMES

6 MONTHS AND OVER  
2 - 6 MONTHS  
LESS THAN 2 MONTHS

---



---



---

55-  
56-  
57-

CHECK ANSWERS TO Q.25 TO ENSURE TOTAL IS SAME AS Q.25

27. NOW I WANT TO FIND OUT WHAT YOU HAVE BEEN DOING DURING THE PAST 2 YEARS. HERE IS A CALENDAR FOR YOU TO USE AS A REFERENCE. LET'S START WITH SEPTEMBER OF THIS YEAR. WHAT WERE YOU DOING?

(CONTINUE THROUGH 2 YEAR PERIOD, WRITING IN ON CALENDAR WHAT RESPONDENT WAS DOING. THEN FOR EACH JOB (FULL OR PART TIME) ASK THE QUESTIONS LISTED ON PAGE 6 (CONTD). COMPLETE A SECTION FOR EACH JOB PERIOD. IF MORE THAN 3 JOBS, USE THE LOOSE SHEETS AND ATTACH TO QUESTIONNAIRE.)

|                       |          |         |
|-----------------------|----------|---------|
| SEPTEMBER <u>1977</u> | AUGUST   | JULY    |
| JUNE                  | MAY      | APRIL   |
| MARCH                 | FEBRUARY | JANUARY |
| DECEMBER <u>1976</u>  | NOVEMBER | OCTOBER |
| SEPTEMBER             | AUGUST   | JULY    |
| JUNE                  | MAY      | APRIL   |
| MARCH                 | FEBRUARY | JANUARY |
| DECEMBER <u>1975</u>  | NOVEMBER | OCTOBER |

- 6 - (Contd)

TIME PERIOD COVERED: FROM: \_\_\_\_\_ TO: \_\_\_\_\_  
WHAT TYPE OF JOB: \_\_\_\_\_  
WHAT TYPE OF COMPANY: \_\_\_\_\_  
HOW DID YOU OBTAIN THAT JOB? \_\_\_\_\_  
WAS IT FULL TIME (30 HOURS A WEEK OR MORE)? ( ) OR PART TIME? ( )  
IN GENERAL WOULD YOU SAY YOU ENJOYED THE JOB OR NOT? YES ( ) NO ( )  
DID YOU HAVE ANY PARTICULAR DIFFICULTIES ON THAT JOB? YES ( ) NO ( )  
IF "YES", ASK: WHAT? (RECORD VERBATIM) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
DO YOU RECALL HOW MUCH THE JOB PAID? (WRITE IN) \_\_\_\_\_  
WHY DID IT END? QUIT ( ) FIRED ( ) LAID OFF ( ) OTHER (SPECIFY)  
TEMPORARY ( ) STILL EMPLOYED ( ) \_\_\_\_\_  
WHY WAS THAT? (RECORD VERBATIM) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

TIME PERIOD COVERED: FROM: \_\_\_\_\_ TO: \_\_\_\_\_  
WHAT TYPE OF JOB: \_\_\_\_\_  
WHAT TYPE OF COMPANY: \_\_\_\_\_  
HOW DID YOU OBTAIN THAT JOB? \_\_\_\_\_  
WAS IT FULL TIME (30 HOURS A WEEK OR MORE)? ( ) OR PART TIME? ( )  
IN GENERAL WOULD YOU SAY YOU ENJOYED THE JOB OR NOT? YES ( ) NO ( )  
DID YOU HAVE ANY PARTICULAR DIFFICULTIES ON THAT JOB? YES ( ) NO ( )  
IF "YES", ASK: WHAT? (RECORD VERBATIM) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
DO YOU RECALL HOW MUCH THE JOB PAID? (WRITE IN) \_\_\_\_\_  
WHY DID IT END? QUIT ( ) FIRED ( ) LAID OFF ( ) OTHER (SPECIFY)  
TEMPORARY ( ) STILL EMPLOYED ( ) \_\_\_\_\_  
WHY WAS THAT? (RECORD VERBATIM) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

TIME PERIOD COVERED: FROM: \_\_\_\_\_ TO: \_\_\_\_\_  
WHAT TYPE OF JOB: \_\_\_\_\_  
WHAT TYPE OF COMPANY: \_\_\_\_\_  
HOW DID YOU OBTAIN THAT JOB? \_\_\_\_\_  
WAS IT FULL TIME (30 HOURS A WEEK OR MORE)? ( ) OR PART TIME? ( )  
IN GENERAL WOULD YOU SAY YOU ENJOYED THE JOB OR NOT? YES ( ) NO ( )  
DID YOU HAVE ANY PARTICULAR DIFFICULTIES ON THAT JOB? YES ( ) NO ( )  
IF "YES", ASK: WHAT? (RECORD VERBATIM) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
DO YOU RECALL HOW MUCH THE JOB PAID? (WRITE IN) \_\_\_\_\_  
WHY DID IT END? QUIT ( ) FIRED ( ) LAID OFF ( ) OTHER (SPECIFY)  
TEMPORARY ( ) STILL EMPLOYED ( ) \_\_\_\_\_  
WHY WAS THAT? (RECORD VERBATIM) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



- 7 -

28.(A) IN GENERAL, HOW USEFUL DO YOU FEEL YOUR EDUCATION HAS BEEN IN GETTING THE JOBS YOU'VE HAD? (READ LIST) (RECORD BELOW)

|                   | 2.28(A)  | 2.28(B)  |
|-------------------|----------|----------|
| VERY USEFUL       | ( ) 58-1 | ( ) 59-1 |
| FAIRLY USEFUL     | ( ) -2   | ( ) -2   |
| NOT TOO USEFUL    | ( ) -3   | ( ) -3   |
| NOT AT ALL USEFUL | ( ) -4   | ( ) -4   |

(B) IN GENERAL, HOW USEFUL DO YOU FEEL YOUR EDUCATION HAS BEEN IN DOING THE JOBS YOU'VE HAD? (READ LIST) (RECORD ABOVE)

29.(A) BASED ON YOUR OWN PERSONAL EXPERIENCE, DO YOU THINK THAT IT IS RELATIVELY EASY OR DIFFICULT FOR YOU TO GET A JOB?

EASY ( ) 60-1      DIFFICULT ( ) -2      DON'T KNOW ( ) -9      SKIP TO 2.30

(B) WHY? (RECORD VERBATIM)

30. JUST TO REFRESH MY MEMORY, ARE YOU WORKING FULL TIME NOW - THAT IS, 30 HOURS A WEEK OR MORE AND EARNING MONEY?

YES ( ) 65-1 GO TO Q.31      NO ( ) -2      SKIP TO 2.40 (PAGE #9 - PINK)

31. WHAT KIND OF WORK?

WHAT KIND OF COMPANY?

32.(A) THINKING AHEAD A YEAR FROM NOW, DO YOU WANT TO STAY WITH THAT COMPANY OR TO CHANGE?

STAY ( ) 70-1      NOT SURE ( ) -3  
CHANGE ( ) -2

(B) WHY DO YOU SAY THAT? (RECORD VERBATIM)

33. THINKING BACK TO THE LATEST OR MOST RECENT PERIOD YOU WERE OUT OF WORK HOW LONG DID IT LAST?

(RECORD)

GO TO Q.34(A)

NEVER OUT OF WORK ( ) 75-1      SKIP TO Q.52 (PAGE #12 - BLUE)

34.(A) DURING THE TIME YOU WEREN'T WORKING, WHAT WAS YOUR MAIN SOURCE OF FINANCIAL SUPPORT? ANYTHING ELSE? (DO NOT READ LIST)

|                                 | FIRST MENTION | OTHER MENTIONS |
|---------------------------------|---------------|----------------|
| UNEMPLOYMENT INSURANCE (U.I.) * | ( ) 11-1      | ( ) -2         |
| WELFARE                         | ( ) 12-1      | ( ) -2         |
| MONEY FROM FAMILY               | ( ) 13-1      | ( ) -2         |
| LOANS FROM BANK, ETC.           | ( ) 14-1      | ( ) -2         |
| SAVINGS                         | ( ) 15-1      | ( ) -2         |
| ODD JOBS/PART TIME              | ( ) 16-1      | ( ) -2         |
| REDUCE EXPENSES                 | ( ) 17-1      | ( ) -2         |
| ROOMMATE/SPOUSE WORKS           | ( ) 18-1      | ( ) -2         |
| MOVE IN WITH FAMILY/FRIENDS     | ( ) 19-1      | ( ) -2         |
| OTHER                           |               |                |

\* IF UNEMPLOYMENT INSURANCE NOT MENTIONED, GO TO Q.34(B)  
IF UNEMPLOYMENT INSURANCE MENTIONED, GO TO Q.35

34.(s) DID YOU RECEIVE ANY UNEMPLOYMENT INSURANCE DURING THIS PERIOD?

YES ( ) 22-1 GO TO Q.35

NO ( ) -2 GO TO (c)

22-

(c) DID YOU QUALIFY FOR UNEMPLOYMENT INSURANCE BENEFITS?

YES ( ) 23-1

NO ( ) -2

23-

↓  
WHY DID YOU NOT RECEIVE THEM?  
(RECORD VERBATIM)

↓  
WHY NOT? (RECORD VERBATIM)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

24-

25-

26-

27-

35. WHAT IS THE MINIMUM AMOUNT OF MONEY YOU PERSONALLY NEED PER WEEK TO GET BY WHEN YOU'RE WITHOUT A JOB?

\$ 0 - 25 ( ) 28-1

\$ 76 - 99 ( ) -1

28-

26 - 50 ( ) -2

100 - 150 ( ) -5

51 - 75 ( ) -3

OVER \$150 ( ) -6

DON'T KNOW ( ) -9

36.(A) DURING THE TIME YOU WERE WITHOUT A JOB, WERE YOU OFFERED ANY JOBS YOU DIDN'T TAKE?

YES ( ) 29-1 GO TO (s)

NO ( ) -2 GO TO Q.37(A)

29-

(s) HOW MANY? (RECORD) \_\_\_\_\_

30-

(c) WHAT KINDS OF JOBS? JOB #1 \_\_\_\_\_ 31-34

(RECORD)

JOB #2 \_\_\_\_\_ 35-38

JOB #3 \_\_\_\_\_ 39-42

(c) WHY DID YOU TURN DOWN \_\_\_\_\_? (ASK FOR EACH JOB) (RECORD VERBATIM)

JOB #1 \_\_\_\_\_ 43-

JOB #2 \_\_\_\_\_ 45-

JOB #3 \_\_\_\_\_ 47-

37.(A) WHAT IS THE WORST THING ABOUT BEING WITHOUT A JOB? SECOND WORST? (RECORD VERBATIM)

WORST: \_\_\_\_\_ 49-

SECOND WORST: \_\_\_\_\_ 50-

(s) WHAT DO YOU LIKE ABOUT BEING WITHOUT A JOB? (RECORD VERBATIM)

(c) ANYTHING ELSE? (RECORD VERBATIM)

(s) FIRST MENTIONS: \_\_\_\_\_ 51-

(c) OTHER MENTIONS: \_\_\_\_\_ 52-

\_\_\_\_\_ 53-

38. WHAT IS YOUR MAIN REASON FOR HAVING A JOB? (RECORD VERBATIM)

\_\_\_\_\_  
\_\_\_\_\_

57-

58-

39.(A) WHEN NOT WORKING DID YOU HAVE TO CUT DOWN ON YOUR EXPENSES?

YES ( )59-1 NO ( )-2

59-

(B) DID YOU HAVE TO SELL OR GIVE UP ANY MAJOR POSSESSIONS SUCH AS CAR, STEREO, ETC.?

YES ( )60-1 NO ( )-2

60-

ALL SKIP TO Q.52 - PAGE #12 - BLUE



ASK ALL RESPONDENTS NOT WORKING FULL TIME

40.(A) ARE YOU WORKING PART TIME?

YES ( )61-1 GO TO (B)

NO ( )-2 GO TO Q.41

(B) WHAT KIND OF JOB DO YOU HAVE? \_\_\_\_\_

TYPE OF COMPANY: \_\_\_\_\_

41. ARE YOU LOOKING FOR A FULL TIME JOB RIGHT NOW?

YES ( )66-1 GO TO Q.43

NO ( )-2 ASK Q.42 AND SKIP TO Q.47

42.(A) WHY NOT? (RECORD) (DO NOT READ LIST)

HEALTH/ILLNESS ( )67-1

MATERNITY/CHILD CARE/  
KEEPING HOUSE ( ) -2

JOB TRAINING/BACK  
TO SCHOOL ( ) -3

WAITING FOR RECALL ( ) -4

RELAXING/VACATION ( ) -5

NO JOBS AVAILABLE ( ) -6

LACK SKILLS ( )67-7

NOT INTERESTED IN  
WORKING NOW ( ) -8

NOT INTERESTED IN  
WORKING EVER ( )68-1

UNION HIRING HALL  
MEMBER ( ) -2

OTHER  
(SPECIFY) \_\_\_\_\_

PREFER TO WORK PART  
TIME ( )68-9 (B).  
AND THEN TO Q.47

(B) WHY IS THAT? (RECORD VERBATIM) \_\_\_\_\_

43. WHAT IS YOUR MAIN REASON FOR WANTING A FULL TIME JOB?

(DO NOT READ LIST) SUPPORT SELF ( )73-1

SUPPORT SELF AND OTHERS ( ) -2

EXTRA MONEY ( ) -3

PRIDE/SATISFACTION ( ) -4

INDEPENDENCE ( ) -5

SUPPOSED TO/EXPECTED ( ) -6

KEEP BUSY ( ) -7

ENJOY IT ( ) -8

DON'T WANT A JOB ( ) -9

OTHER  
(SPECIFY) \_\_\_\_\_

44. WHAT SORT OF A JOB ARE YOU LOOKING FOR? (PROBE FOR SPECIFIC TYPE OF JOB)

"ANYTHING" ( )99 GO TO Q.47

45. HOW LIKELY DO YOU FEEL YOU ARE TO FIND IT? (READ LIST)

VERY LIKELY ( )15-1

NOT TOO LIKELY ( )-3

FAIRLY LIKELY ( ) -2

NOT AT ALL LIKELY ( )-4

DON'T KNOW ( )-9

46. IS THERE MUCH COMPETITION FOR THESE JOBS HERE IN \_\_\_\_\_

(NAME OF CITY/TOWN)

YES ( )16-1

NO ( )-2

DON'T KNOW ( )-9

47.(4) WHAT IS THE MINIMUM AMOUNT OF MONEY YOU PERSONALLY NEED PER WEEK TO GET BY THESE DAYS? (WRITE IN) \_\_\_\_\_

17-  
18-

(5) WHAT IS YOUR MAIN SOURCE OF FINANCIAL SUPPORT RIGHT NOW? ANYTHING ELSE? (DO NOT READ LIST)

|                                 | FIRST MENTION | OTHER MENTIONS |
|---------------------------------|---------------|----------------|
| UNEMPLOYMENT INSURANCE (U.I.) * | ( ) 19-1      | ( ) -2         |
| WELFARE                         | ( ) 20-1      | ( ) -2         |
| MONEY FROM FAMILY               | ( ) 21-1      | ( ) -2         |
| MONEY FROM FRIENDS              | ( ) 22-1      | ( ) -2         |
| LOANS FROM BANK, ETC.           | ( ) 23-1      | ( ) -2         |
| SAVINGS                         | ( ) 24-1      | ( ) -2         |
| ODD JOB/PART TIME               | ( ) 25-1      | ( ) -2         |
| REDUCE EXPENSES                 | ( ) 26-1      | ( ) -2         |
| ROOMMATE/SPOUSE WORKS           | ( ) 27-1      | ( ) -2         |
| MOVE IN WITH FAMILY/FRIENDS     | ( ) 28-1      | ( ) -2         |
| OTHER _____                     |               |                |
| (SPECIFY)                       |               |                |

19-  
20-  
21-  
22-  
23-  
24-  
25-  
26-  
27-  
28-  
29-  
30-

\* IF U.I. NOT MENTIONED GO TO (c) - IF U.I. MENTIONED GO TO (f)

(c) ARE YOU RECEIVING ANY UNEMPLOYMENT INSURANCE?

YES ( ) 31-1 GO TO (f) NO ( ) -2 GO TO (d)

31-

(d) DID YOU QUALIFY FOR UNEMPLOYMENT INSURANCE BENEFITS?

YES ( ) 32-1 NO ( ) -2

32-

(e) WHY DID YOU NOT RECEIVE THEM?

WHY NOT?

DIDN'T APPLY (UNSPECIFIED) ( ) 33-1  
HASSLE/SOTHER ( ) -2  
TOO LONG TO WAIT ( ) -3  
DIDN'T NEED/PRIDE ( ) -4  
TOO SHORT A TIME TO RECEIVE ( ) -5  
JOB CAME QUICKLY ( ) -6  
TURNED DOWN/CUT OFF ( ) -7

INSUFFICIENT WEEKS ( ) 34-1  
NOT LOOKING FOR WORK ( ) -2  
NOT IN INSURED EMPLOYMENT ( ) -3  
OTHER \_\_\_\_\_  
(SPECIFY)

33-  
34-

OTHER \_\_\_\_\_  
(SPECIFY)

ALL GO TO Q.48

IF "YES" TO (c), ASK:

(f) WHAT WOULD YOU DO IF YOU DID NOT RECEIVE UNEMPLOYMENT INSURANCE? (DO NOT READ LIST)

(CHECK ALL MENTIONS)

|                              |          |
|------------------------------|----------|
| TRY TO GET A JOB             | ( ) 35-1 |
| WELFARE                      | ( ) 36-1 |
| LOANS                        | ( ) 37-1 |
| SAVINGS                      | ( ) 38-1 |
| SPOUSE WORKS                 | ( ) 39-1 |
| BORROW FROM PARENTS/FRIENDS  | ( ) 40-1 |
| MOVE IN WITH PARENTS/FRIENDS | ( ) 41-1 |
| OTHER _____                  |          |
| (SPECIFY)                    |          |

35-  
36-  
37-  
38-  
39-  
40-  
41-  
42-

- 11 -

43.(A) SINCE YOU HAVE BEEN WITHOUT A FULL TIME JOB, HAVE YOU BEEN OFFERED ANY?

YES ( ) 43-1 GO TO (B) NO ( ) -2 GO TO Q.49

(B) HOW MANY? (RECORD) \_\_\_\_\_

(C) WHAT KINDS OF JOBS? (RECORD)

JOB #1 \_\_\_\_\_ 45-48  
JOB #2 \_\_\_\_\_ 49-52  
JOB #3 \_\_\_\_\_ 53-56

(D) WHY DID YOU TURN DOWN \_\_\_\_\_? (ASK FOR EACH JOB) (RECORD VERBATIM)

JOB #1 \_\_\_\_\_ 57-  
\_\_\_\_\_ 58-  
JOB #2 \_\_\_\_\_ 59-  
\_\_\_\_\_ 60-  
JOB #3 \_\_\_\_\_ 61-  
\_\_\_\_\_ 62-

49. WHAT IS THE WORST THING ABOUT NOT HAVING A FULL TIME JOB? SECOND WORST?  
(RECORD VERBATIM)

WORST: \_\_\_\_\_ 63-  
\_\_\_\_\_ 64-  
\_\_\_\_\_ 65-  
SECOND WORST: \_\_\_\_\_ 66-  
\_\_\_\_\_

50.(A) WHAT DO YOU LIKE ABOUT NOT HAVING A FULL TIME JOB? (RECORD VERBATIM)

(B) ANYTHING ELSE? (RECORD VERBATIM) NOTHING ( ) 99 GO TO Q.51

FIRST MENTION: \_\_\_\_\_ 67-  
\_\_\_\_\_ 68-  
OTHER MENTIONS: \_\_\_\_\_ 69-  
\_\_\_\_\_ 70-  
\_\_\_\_\_ 71-

51.(A) SINCE YOU HAVE BEEN WITHOUT A JOB, HAVE YOU HAD TO CUT DOWN ON YOUR EXPENSES?

YES ( ) 11-1 NO ( ) -2

(B) HAVE YOU HAD TO SELL OR GIVE UP ANY MAJOR POSSESSIONS SUCH AS CAR, STEREO,  
ETC.?

YES ( ) 12-1 NO ( ) -2

43-

44-

57-

58-

59-

60-

61-

62-

63-

64-

65-

66-

67-

68-

69-

70-

71-

CARD 5

10-5

11-

12-



ASK ALL RESPONDENTS

52.(A) NOW LET'S TALK ABOUT THE JOB MARKET HERE IN \_\_\_\_\_. (NAME OF CITY/TOWN)

WOULD YOU SAY IT IS VERY EASY, FAIRLY EASY, FAIRLY DIFFICULT OR VERY DIFFICULT FOR \_\_\_\_\_ YOUR AGE TO GET A JOB YOU WANT? (RECORD BELOW)  
(SEX OF RESPONDENT)

(B) NOW HOW ABOUT \_\_\_\_\_ YOUR AGE. HOW EASY OR DIFFICULT IS IT FOR THEM TO GET A JOB? (OPPOSITE SEX) (REPEAT CATEGORIES AND RECORD BELOW)

|                  | Q.52(A)  |             | Q.52(B)      |     |
|------------------|----------|-------------|--------------|-----|
|                  | OWN SEX  |             | OPPOSITE SEX |     |
| VERY EASY        | ( ) 13-1 | ASK (B)     | ( ) 14-1     | 13- |
| FAIRLY EASY      | ( ) -2   | (C) AND (D) | ( ) -2       |     |
| FAIRLY DIFFICULT | ( ) -3   | ASK (B) AND | ( ) -3       | 14- |
| VERY DIFFICULT   | ( ) -4   | SKIP TO     | ( ) -4       |     |
|                  |          | Q.53        |              |     |
| DON'T KNOW       | ( ) -9   |             | ( ) -9       |     |

IF RESPONDENT ANSWERED "EASY" IN Q.52(A), ASK (C) AND (D):

(C) WHAT SORT OF JOBS DO YOU THINK ARE MAINLY AVAILABLE FOR YOUNG \_\_\_\_\_ IN THIS AREA? (RECORD VERBATIM) (SEX OF RESPONDENT)

\_\_\_\_\_  
\_\_\_\_\_

(D) WHY DO YOU THINK SOME YOUNG \_\_\_\_\_ HAVE DIFFICULTY GETTING JOBS? (RECORD VERBATIM) (SEX OF RESPONDENT)

\_\_\_\_\_  
\_\_\_\_\_

WHEN ANSWERED (C) AND (D) THEN GO TO Q.54 →

IF RESPONDENT ANSWERED "DIFFICULT" IN Q.52(A), ASK:

53.(A) ARE THERE ANY SORT OF JOBS AVAILABLE FOR YOUNG \_\_\_\_\_ YOUR AGE?

YES ( ) 35-1 GO TO (B) NO ( ) -2 GO TO (B)

(B) WHAT TYPE OF JOBS? (RECORD VERBATIM)

\_\_\_\_\_  
\_\_\_\_\_

(C) WHY ARE THEY AVAILABLE? (RECORD VERBATIM)

\_\_\_\_\_  
\_\_\_\_\_

(D) WHY DO YOU FEEL IT'S SO DIFFICULT TO GET A JOB AROUND HERE? (RECORD VERBATIM)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

ASK ALL RESPONDENTS

54.(A) WHERE THERE ARE SHORTAGES OF JOBS IN YOUR OPINION WHO IS MAINLY RESPONSIBLE?

(DO NOT READ LIST)

|                       | Q.54(A)       | Q.54(B)        |     |
|-----------------------|---------------|----------------|-----|
|                       | FIRST MENTION | OTHER MENTIONS |     |
| FEDERAL GOVERNMENT    | ( )52-1       | ( )2           | 52- |
| PROVINCIAL GOVERNMENT | ( )53-1       | ( )2           | 53- |
| LOCAL GOVERNMENT      | ( )54-1       | ( )2           | 54- |
| UNIONS                | ( )55-1       | ( )2           | 55- |
| ECONOMY               | ( )56-1       | ( )2           | 56- |
| LOCAL BUSINESS        | ( )57-1       | ( )2           | 57- |
| BIG CORPORATIONS      | ( )58-1       | ( )2           | 58- |
| PEOPLE THEMSELVES     | ( )59-1       | ( )2           | 59- |
| IMMIGRANTS            | ( )60-1       | ( )2           | 60- |
| NO ONE                | ( )61-1       | ( )2           | 61- |
| OTHER _____           |               |                | 62- |
| (SPECIFY) _____       |               |                | 63- |
| GOVERNMENT *          | ( )64-1       | ( )2           | 64- |
| DON'T KNOW            | ( ) 99        | ( )            |     |

(B) ANYONE ELSE? (RECORD ABOVE)

\* IF RESPONDENT CAN'T DISTINGUISH BETWEEN LEVELS OF GOVERNMENT  
RECORD UNDER GOVERNMENT

(C) WHY? (RECORD VERBATIM)

(D) WHAT DO YOU THINK CAN BE DONE TO IMPROVE THE SITUATION? (RECORD VERBATIM)

55.(A) HAVE YOU EVER DONE TO ANOTHER CITY OR PROVINCE JUST TO TRY TO GET A JOB?

YES ( )11-1 GO TO (B) NO ( )2 GO TO Q.55(E)

(B) HOW OFTEN HAVE YOU DONE THAT?

ONCE ( )12-1 TWICE ( )2 THREE TIMES OR MORE ( )3

(C) HOW MANY TIMES HAVE YOU GOTTEN A JOB IN ANOTHER CITY OR PROVINCE? (CIRCLE ANSWER)

1 2 3 4 5 6 OR MORE

(D) WHAT'S THE FARTHEST YOU'VE EVER DONE TO GET A JOB?

\_\_\_\_\_ MILES OR \_\_\_\_\_ (NAME OF CITY)

INTERVIEWER PLEASE NOTE IF IS IN -

SAME PROVINCE/REGION  
OR ANOTHER

( )  
( )

(SEE MANUAL)

CARD 5

10-6

11-

12-

13-

14-

15-

55.(c) WOULD YOU BE PREPARED NOW TO MOVE IN ORDER TO GET A JOB?

YES ( ) 16-1

NO ( ) -2

HOW FAR?  
(RECORD VERBATIM)

WHY NOT? (RECORD VERBATIM)

IS THERE ANY CONDITION UNDER WHICH  
YOU WOULD MOVE?

YES ( ) 27-1 NO ( ) -2 GO TO  
Q.56

WHAT IS THAT? (RECORD VERBATIM)

(INTERVIEWER: TRY TO GET SPECIFIC  
ANSWER)

56. REGARDLESS OF THE JOB YOU'RE LOOKING FOR, WHAT IS THE MINIMUM ACCEPTABLE WAGE OR  
SALARY YOU WANT HERE IN \_\_\_\_\_? (RECORD BELOW IN THE CATEGORY  
(NAME OF CITY/TOWN) MENTIONED BY RESPONDENT)

\$ \_\_\_\_\_ PER HOUR OR

\$ \_\_\_\_\_ PER WEEK OR

\$ \_\_\_\_\_ PER MONTH OR

\$ \_\_\_\_\_ PER YEAR OR

MINIMUM WAGE ( ) 99

57. NOW I'D LIKE TO TALK A BIT ABOUT YOUR FUTURE. WHAT JOB OR TYPE OF WORK DO YOU  
YOURSELF HOPE TO HAVE A YEAR FROM NOW? (WANT TYPE OF JOB NOT COMPANY)  
(RECORD VERBATIM)

|                   |                               |                       |               |
|-------------------|-------------------------------|-----------------------|---------------|
| SAME JOB ( ) 32-1 | ASK Q.58(A) &<br>SKIP TO Q.60 | BACK TO SCHOOL ( ) -2 | GO TO<br>Q.60 |
|                   |                               | DON'T KNOW ( ) -9     |               |

58.(a) WHAT MAKES THAT JOB OR TYPE OF WORK ATTRACTIVE TO YOU? (RECORD VERBATIM)

IF NO MENTION OF EDUCATION/TRAINING/EXPERIENCE IN (A), ASK:

(b) HAVE YOU EVER WORKED OR TRAINED IN THIS FIELD BEFORE?

YES ( ) 37-1

NO ( ) -2

59.(A) HOW GOOD DO YOU FEEL YOUR CHANCES ARE OF GETTING THAT JOB OR TYPE OF WORK?

|                |                    |                        |                  |
|----------------|--------------------|------------------------|------------------|
| (READ<br>LIST) | VERY GOOD ( ) 38-1 | NOT TOO GOOD ( ) -3    | DON'T KNOW ( ) 9 |
|                | FAIRLY GOOD ( ) -2 | NOT AT ALL GOOD ( ) -4 | (GO TO Q.60)     |

(b) WHY DO YOU SAY THAT? (RECORD VERBATIM)



60. HERE ARE SOME THINGS PEOPLE OFTEN SAY ABOUT THEMSELVES. FOR EACH, CAN YOU TELL ME WHETHER YOU FEEL THIS WAY ABOUT YOURSELF OR NOT? (HAND RESPONDENT CARD 60)

|                                                                             | YES      | NO    | DON'T KNOW |     |
|-----------------------------------------------------------------------------|----------|-------|------------|-----|
| MANY TIMES I FEEL I HAVE LITTLE INFLUENCE OVER THE THINGS THAT HAPPEN TO ME | ( ) 43-1 | ( ) 2 | ( ) 9      | 43- |
| I'M THE KIND OF PERSON WHO LIKES TO STAY AT ONE JOB FOR A LONG TIME         | ( ) 44-1 | ( ) 2 | ( ) 9      | 44- |
| I LIKE TO COMPETE WITH OTHER PEOPLE                                         | ( ) 45-1 | ( ) 2 | ( ) 9      | 45- |
| WHEN I MAKE PLANS, I AM ALMOST CERTAIN THAT I CAN MAKE THEM WORK            | ( ) 46-1 | ( ) 2 | ( ) 9      | 46- |
| REACHING THE TOP IN MY LINE OF WORK IS VERY IMPORTANT TO ME                 | ( ) 47-1 | ( ) 2 | ( ) 9      | 47- |
| I AM UNWILLING TO SETTLE DOWN INTO A PERMANENT JOB AT THIS TIME             | ( ) 48-1 | ( ) 2 | ( ) 9      | 48- |

51. IF YOU HAVE/HAD A YOUNGER BROTHER/SISTER, SAY ABOUT 13-14 YEARS OLD, WHAT ADVICE WOULD YOU GIVE HIM/HER ABOUT THEIR FUTURE? (RECORD VERBATIM)

\_\_\_\_\_ 49-  
 \_\_\_\_\_ 50-  
 \_\_\_\_\_ 51-  
 \_\_\_\_\_ 52-

FINALLY, I HAVE A FEW QUESTIONS ABOUT YOURSELF THAT WE WOULD LIKE YOU TO ANSWER. THESE QUESTIONS HELP US TO CLASSIFY YOUR ANSWERS.

52. DO YOU LIVE - (READ LIST)

|                        |          |                                      |       |     |
|------------------------|----------|--------------------------------------|-------|-----|
| ALONE                  | ( ) 53-1 | SHARE APARTMENT/HOUSE WITH FRIEND(S) | ( ) 4 | 53- |
| WITH HUSBAND/WIFE      | ( ) 2    | OTHER _____                          |       |     |
| WITH PARENTS/RELATIVES | ( ) 3    | (SPECIFY)                            |       |     |

53. ARE YOU THE MAIN WAGE EARNER - THAT IS, THE PERSON WHO BRINGS IN THE MOST MONEY IN YOUR HOUSEHOLD?

YES ( ) 54-1 GO TO 2.65 NO ( ) 2 GO TO 2.64 54-

- 54.(A) WHO IS THE MAIN WAGE EARNER? (RECORD)

|              |                  |                   |                     |
|--------------|------------------|-------------------|---------------------|
| PARENT       | ( ) 55-1         | ALL SHARE EQUALLY | ( ) 3 GO TO (B) 55- |
| HUSBAND/WIFE | ( ) 2 GO TO 2.65 | OTHER _____       |                     |
|              |                  | (SPECIFY)         |                     |

- (B) HOW MANY ARE THERE? \_\_\_\_\_ (RECORD) (READ LIST AND RECORD)

| (C) WOULD THEY BE - | NUMBER | NUMBER       |       |
|---------------------|--------|--------------|-------|
| BROTHER(S)          | _____  | PARENT(S)    | _____ |
| SISTER(S)           | _____  | ROOMMATE(S)  | _____ |
| FRIEND(S)           | _____  | HUSBAND/WIFE | ( )   |
| OTHER _____         |        |              |       |
| (SPECIFY)           |        |              |       |

(TOTAL OF (C) SHOULD MATCH ANSWER GIVEN ON (B))

- 55.(A) ARE THERE ANY OTHER WAGE EARNERS? YES ( ) 56-1 GO TO (B) NO ( ) 2 2.66 56-

| (B) HOW MANY?       | NUMBER | NUMBER       |       |
|---------------------|--------|--------------|-------|
| (C) WOULD THEY BE - |        |              |       |
| BROTHER(S)          | _____  | PARENT(S)    | _____ |
| SISTER(S)           | _____  | ROOMMATE(S)  | _____ |
| FRIEND(S)           | _____  | HUSBAND/WIFE | ( )   |
| OTHER _____         |        |              |       |
| (SPECIFY)           |        |              |       |

66. WHAT IS YOUR MARITAL STATUS? IF DIFFICULTY, ASK: THAT IS, ARE YOU MARRIED OR SINGLE?

MARRIED ( ) 11-1 WIDOW(ER) ( ) 11-  
SINGLE ( ) 12-2 SEPARATED ( ) 11-5  
DIVORCED ( ) 12-3 OTHER \_\_\_\_\_  
(SPECIFY)

67.(A) DO YOU HAVE ANY DEPENDENTS - THAT IS, PEOPLE WHO RELY ON YOU FOR THEIR MAIN FINANCIAL SUPPORT?

YES ( ) 12-1 GO TO (B) NO ( ) 12-2 GO TO Q.68

(B) HOW MANY? (RECORD) \_\_\_\_\_

(C) HOW MANY ARE - (READ LIST AND RECORD NUMBER)

CHILDREN \_\_\_\_\_ OTHER RELATIVES \_\_\_\_\_  
PARENT(S) \_\_\_\_\_ OTHER \_\_\_\_\_  
HUSBAND/WIFE \_\_\_\_\_ (SPECIFY)

(TOTAL OF (C) SHOULD MATCH ANSWER GIVEN IN (B))

68. WERE YOU BORN HERE IN \_\_\_\_\_ (NAME OF CITY/TOWN)?

YES ( ) 19-1 GO TO Q.70 NO ( ) 19-2 GO TO Q.69

69.(A) WHERE WERE YOU BORN? \_\_\_\_\_  
(RECORD - SET NAME OF CITY/TOWN, PROVINCE OR COUNTRY)

(B) IF NOT IN CANADA - ASK:

HOW LONG HAVE YOU BEEN IN CANADA? (RECORD) \_\_\_\_\_

70.(A) WERE YOU RAISED, AND DID YOU GET MOST OF YOUR SCHOOLING IN \_\_\_\_\_ (NAME OF CITY OR COUNTRY WHERE BORN)?

YES ( ) 22-1 GO TO Q.71 NO ( ) 22-2 GO TO Q.(B)

(B) WHERE, THAT IS WHAT CITY(S) OR COUNTRY DID YOU GO TO SCHOOL?  
(RECORD ALL MENTIONS)

\_\_\_\_\_  
\_\_\_\_\_

71.(A) HOW LONG HAVE YOU LIVED HERE IN \_\_\_\_\_ (NAME OF THIS CITY)? (RECORD) \_\_\_\_\_

(B) WHAT LANGUAGE OR LANGUAGES WERE SPOKEN AT HOME WHEN YOU WERE GROWING UP?  
(RECORD ALL MENTIONS)

ENGLISH ( ) 26-1  
FRENCH ( ) 27-1  
GERMAN ( ) 28-1  
SPANISH/  
PORTUGUESE ( ) 29-1  
GREEK ( ) 30-1  
ITALIAN ( ) 31-1  
OTHER \_\_\_\_\_  
(SPECIFY)

72.(A) WHAT IS OR WAS YOUR FATHER'S MAIN OCCUPATION - THAT IS, WHAT DID HE WORK AT FOR THE LONGEST TIME? (IF NO FATHER, OBTAIN FOR MOTHER, GUARDIAN, ETC.)

(B) WHAT TYPE OF COMPANY WAS THAT?

72.(c) DO YOU HAPPEN TO KNOW HOW FAR HE WENT IN SCHOOL?

IF RESPONDENT UNSURE - PROBE FOR EXAMPLE, DID HE COMPLETE HIGH SCHOOL?

|                                           |          |     |
|-------------------------------------------|----------|-----|
| GRADE SCHOOL - PART                       | ( ) 37-1 | 37- |
| - COMPLETED                               | ( ) -2   |     |
| HIGH SCHOOL - PART                        | ( ) -3   |     |
| - COMPLETED                               | ( ) -4   |     |
| TECHNICAL (VOCATIONAL) - PART             | ( ) 38-1 | 38- |
| - COMPLETED                               | ( ) -2   |     |
| UNIVERSITY/COMMUNITY COLLEGE/CEGEP - PART | ( ) -3   |     |
| - COMPLETED                               | ( ) -4   |     |
| POST GRADUATE STUDIES _____               |          |     |
| (SPECIFY)                                 |          |     |
| OTHER _____                               |          |     |
| (SPECIFY)                                 |          |     |

(IF PARENT ATTENDED BOTH HIGH AND TECHNICAL SCHOOLS, CHECK BOTH CATEGORIES)

73. CAN YOU ESTIMATE FOR ME WHAT THE TOTAL ANNUAL INCOME FOR THIS HOUSEHOLD WOULD BE - THAT IS, TOTAL ANNUAL INCOME FROM ALL SOURCES BEFORE TAXES?  
(HAND RESPONDENT CARD 73)

|                     |          |     |
|---------------------|----------|-----|
| UNDER \$10,000      | ( ) 39-1 | 39- |
| \$10,000 - \$15,000 | ( ) -2   |     |
| \$15,000 - \$25,000 | ( ) -3   |     |
| \$25,000 +          | ( ) -4   |     |
| REFUSED             | ( ) -5   |     |
| DON'T KNOW          | ( ) -9   |     |

74. FINALLY, WHAT IS YOUR OWN PERSONAL MONTHLY INCOME BEFORE TAXES RIGHT NOW?  
(HAND RESPONDENT CARD 74)

|                            |          |     |
|----------------------------|----------|-----|
| NO INCOME                  | ( ) 40-1 | 40- |
| LESS THAN \$200 PER MONTH  | ( ) -2   |     |
| \$200 - \$399 PER MONTH    | ( ) -3   |     |
| \$400 - \$599 PER MONTH    | ( ) -4   |     |
| \$600 - \$799 PER MONTH    | ( ) -5   |     |
| \$800 - \$1,200 PER MONTH  | ( ) -6   |     |
| \$1,200 AND OVER PER MONTH | ( ) -7   |     |
| REFUSED                    | ( ) -8   |     |

THANK YOU VERY MUCH FOR YOUR TIME AND HELP!

|                 |           |
|-----------------|-----------|
| VERIFIED: _____ | BY: _____ |
| (DATE)          |           |



## METHODOLOGY

### Project Design

Study of youth employment and unemployment was initiated in the summer of 1977 using two research strategies. Qualitative research had the objective of identifying salient points for later exploration in a quantitative study. Contextual information from the qualitative study was also used in the design and interpretation of the quantitative work.

A detailed description of the focus group interviews carried out for the qualitative study is contained in Appendix G.

Design of the survey instrument was carried out jointly by Employment and Immigration and Complan Research Associates. The questionnaire was subjected to two pretests; the first to evaluate the conceptual framework, and to test for validity and reliability of measurements, the second in both English and French to refine wording, format, pacing and interviewer preparation. The questionnaire was translated into French by Concorde Translation Services.

Sample size, sample allocation and weighting procedures were examined by the Senior Methodologist of the Rule of Ten Methodology Section of Statistics Canada. The survey methodology was approved, subject to the normal parameters of data reliability associated with various levels of analysis.

### Interviewer Briefing and Field Verification

All interviewers were given extensive briefings. Furthermore, supervisors and interviewers were provided with written instructions and examples prepared specifically for this project. Special attention was paid to the role of the interviewer in completion of the retrospective calendar of labour force activities which was contained within each interview. A project director was available to handle problems encountered in the field.

A minimum of 15% of each interviewer's work was verified by phone from Complan's head office.

### Sample Design

The sampling frame was limited to youths between the ages of 15 and 24 who were not full-time students and were members of the labour force. Screening questions were used to ascertain that all respondents were either employed or interested and looking for employment at the time of contact.

Selection was on a stratified random basis from a multi-stage sample of Canadian households. Sampling was disproportionate, yielding equal numbers of interviews in each region. Further, the ratio of employed to unemployed respondents was fixed at 2 to 1, also disproportionate. This design was developed in order to ensure adequate sample size for subsequent analysis of subgroups.

TABLE B-1  
DISPOSITION OF SAMPLE

|                                              | <u>CANADA</u> | <u>ATLANTIC</u> | <u>QUEBEC</u> | <u>ONTARIO</u> | <u>PRAIRIES</u> | <u>PACIFIC</u> |
|----------------------------------------------|---------------|-----------------|---------------|----------------|-----------------|----------------|
| <u>Total Sample (Households)</u>             | (32,037)      | (4,439)         | (7,117)       | (7,770)        | (6,058)         | (6,653)        |
|                                              | %             | %               | %             | %              | %               | %              |
| <u>Out of Frame</u>                          |               |                 |               |                |                 |                |
| Not Eligible -<br>Introduction (15-24 years) | 62.4          | 67.5            | 58.4          | 63.2           | 64.9            | 60.5           |
| Question 2 (student)                         | 5.1           | 3.6             | 5.2           | 6.7            | 5.9             | 3.3            |
| Question 4 (not interested in<br>working)    | 0.5           | 0.5             | 0.3           | 0.5            | 0.5             | 0.4            |
| Question 6 (not looking for<br>work)         | 0.2           | 0.2             | 0.1           | 0.2            | 0.1             | 0.2            |
| Language                                     | 0.7           | 0.1             | 1.8           | 0.6            | 0.2             | 0.6            |
| Others                                       | <u>1.1</u>    | <u>0.8</u>      | <u>0.6</u>    | <u>1.1</u>     | <u>1.8</u>      | <u>1.3</u>     |
| Total Out of Frame                           | 70.0          | 72.7            | 66.4          | 72.3           | 73.4            | 66.3           |
| <u>Total Sample Frame</u>                    | 30.0          | 27.3            | 33.6          | 27.7           | 26.6            | 33.7           |
| Loss From Frame                              | 21.1          | 14.6            | 25.4          | 20.1           | 17.5            | 25.2           |
| Completed Interviews                         | 8.9           | 12.7            | 8.2           | 7.6            | 9.1             | 8.5            |
|                                              | (2853)        | (564)           | (586)         | (591)          | (550)           | (562)          |



TABLE B-2

DETAILED LOSSES FROM SAMPLE FRAME BY REGION

|                                   | <u>CANADA</u> | <u>ATLANTIC</u> | <u>QUEBEC</u> | <u>ONTARIO</u> | <u>PRAIRIES</u> | <u>PACIFIC</u> |
|-----------------------------------|---------------|-----------------|---------------|----------------|-----------------|----------------|
| <u>Sample Frame</u>               | (9,606)       | (1,211)         | (2,391)       | (2,154)        | (1,608)         | (2,242)        |
| 15-24 Year-Old                    |               |                 |               |                |                 |                |
| Non-Students                      | %             | %               | %             | %              | %               | %              |
| In Labour Force                   | 100.0         | 100.0           | 100.0         | 100.0          | 100.0           | 100.0          |
| <u>Loss from Frame</u>            |               |                 |               |                |                 |                |
| No answer (after 3 calls)         | 53.0          | 37.2            | 59.8          | 56.5           | 43.5            | 57.6           |
| Respondent not in (after 3 calls) | 5.5           | 6.4             | 4.3           | 6.1            | 6.0             | 5.5            |
| Household Refusal                 | 7.3           | 5.8             | 7.9           | 5.5            | 10.6            | 6.8            |
| Respondent Refusal                | <u>4.5</u>    | <u>4.0</u>      | <u>3.5</u>    | <u>4.5</u>     | <u>5.7</u>      | <u>5.0</u>     |
| Total Loss From Frame             | 70.3          | 53.4            | 75.5          | 72.6           | 65.8            | 74.9           |
| <u>Completed Interviews</u>       |               |                 |               |                |                 |                |
|                                   | 29.7          | 46.6            | 24.5          | 27.4           | 34.2            | 25.1           |
|                                   | (2,853)       | (564)           | (588)         | (591)          | (550)           | (562)          |

Sampling was in proportion to the national distribution of population in urban, semi-urban and urban-rural areas. Therefore, in order to provide a statistically valid, representative sample, city sizes were stratified so that they would be represented in proportion as they were found across each region.

TABLE B-3

DESIRED DISTRIBUTION OF INTERVIEWS BY STRATUM WITHIN REGION

|               | <u>Stratum 1</u>  |           | <u>Stratum 2</u>             |          | <u>Stratum 3</u>                   |           |              |            |
|---------------|-------------------|-----------|------------------------------|----------|------------------------------------|-----------|--------------|------------|
| <u>Region</u> | Urban<br>100,000+ |           | Semi-Urban<br>30,000-100,000 |          | Urban-Rural<br>Less Than<br>30,000 |           | <u>Total</u> |            |
|               | No.               | %         | No.                          | %        | No.                                | %         | No.          | %          |
| Atlantic      | 108               | 18        | 168                          | 28       | 324                                | 54        | 600          | 100        |
| Quebec        | 384               | 64        | 66                           | 11       | 150                                | 25        | 600          | 100        |
| Ontario       | 390               | 65        | 90                           | 15       | 120                                | 20        | 600          | 100        |
| Prairies      | 426               | 71        | 30                           | 5        | 144                                | 24        | 600          | 100        |
| B.C.          | <u>396</u>        | <u>66</u> | <u>42</u>                    | <u>7</u> | <u>162</u>                         | <u>27</u> | <u>600</u>   | <u>100</u> |
| Total         | 1,706             | 57        | 396                          | 13       | 900                                | 30        | 3,000        | 100        |

Sampling Procedure

Actual cities, towns and rural routes were then selected within each region on a random basis, but ensuring geographic distribution. Once a city, town or rural route had been selected, a grid of the map numbered in serpentine fashion was used to select blocks by means of a table of random numbers. Block maps were then prepared in which the following was found - starting point (e.g., third house from the corner), a direction in which to proceed around the block, plus the N<sup>th</sup> household sampling interval to be followed.

For each primary block selected, a secondary and tertiary block was also selected. Secondary and tertiary blocks were only used when the primary block

failed to yield enough households to complete five interviews after two calls back had been made to all 'no answer' households or to households where the required respondent was not in on the initial call.

TABLE B-4

NUMBER OF CITIES AND BLOCKS SELECTED BY REGION

| <u>Region</u> | <u>Strata</u> | <u>No. of Cities/<br/>Communities</u> | <u>No. of<br/>Primary<br/>Blocks</u> |
|---------------|---------------|---------------------------------------|--------------------------------------|
| Atlantic      | 1             | 3                                     | 21                                   |
|               | 2             | 5                                     | 35                                   |
|               | 3             | 17                                    | 64                                   |
| Quebec        | 1             | 4                                     | 77                                   |
|               | 2             | 2                                     | 14                                   |
|               | 3             | 6                                     | 29                                   |
| Ontario       | 1             | 9                                     | 78                                   |
|               | 2             | 6                                     | 19                                   |
|               | 3             | 7                                     | 23                                   |
| Prairies      | 1             | 5                                     | 85                                   |
|               | 2             | 3                                     | 7                                    |
|               | 3             | 7                                     | 28                                   |
| B.C.          | 1             | 2                                     | 80                                   |
|               | 2             | 2                                     | 9                                    |
|               | 3             | 8                                     | 31                                   |

Interviewers were instructed to proceed to each pre-determined house and take a census of all 15 to 24 year olds (excluding full-time students) residing in the household, whether as part of the family or as a boarder. Using the revised Trohldahl-Carter grid they selected one respondent (if more than one person qualified) to answer the questionnaire. If interviewers did not find persons in the 15 to 24 age group who qualified as respondents residing in the home, they proceeded to the next N<sup>th</sup> household.

When a completed interview was obtained, required respondent was not in or did not answer, the interviewers were instructed to skip over two houses. One



call and a minimum two calls back were made to each potential respondent. Calls back had to be completed before continuing the pattern around the block or going to secondary or tertiary blocks.

Probability selection was maintained at all stages. Interviewers had no freedom of choice in selecting blocks, households or individuals.

TABLE B-5

DISTRIBUTION OF COMPLETED INTERVIEWS

|          | <u>Stratum 1</u>  |           | <u>Stratum 2</u>             |          | <u>Stratum 3</u>                   |           |              |            |
|----------|-------------------|-----------|------------------------------|----------|------------------------------------|-----------|--------------|------------|
|          | Urban<br>100,000+ |           | Semi-Urban<br>30,000-100,000 |          | Urban-Rural<br>Less Than<br>30,000 |           | <u>Total</u> |            |
|          | No.               | %         | No.                          | %        | No.                                | %         | No.          | %          |
| Atlantic | 104               | 18        | 175                          | 31       | 285                                | 51        | 564          | 100        |
| Quebec   | 383               | 65        | 71                           | 12       | 132                                | 23        | 586          | 100        |
| Ontario  | 383               | 65        | 91                           | 15       | 117                                | 20        | 591          | 100        |
| Prairies | 416               | 76        | 30                           | 5        | 104                                | 19        | 550          | 100        |
| B.C.     | <u>410</u>        | <u>73</u> | <u>27</u>                    | <u>5</u> | <u>125</u>                         | <u>22</u> | <u>562</u>   | <u>100</u> |
| Total    | 1,696             | 59        | 394                          | 14       | 763                                | 27        | 2,853        | 100        |

A final cleaning of returns using validity checks yielded the net sample sizes shown in Table B-6.

TABLE B-6

SAMPLE SIZES AFTER VALIDITY CHECKS

|          | <u>Employed</u> | <u>Unemployed</u> | <u>Total</u> |
|----------|-----------------|-------------------|--------------|
| Atlantic | 347             | 212               | 559          |
| Quebec   | 394             | 186               | 580          |
| Ontario  | 425             | 161               | 586          |
| Prairies | 453             | 91                | 544          |
| B.C.     | <u>371</u>      | <u>183</u>        | <u>554</u>   |
| TOTALS   | 1,990           | 833               | 2,823        |

## Weighting

The number of completed interviews was by design not proportional to the youth labour force in each region (i.e., the total number of 15-24 year olds employed and unemployed, as reported by Statistics Canada). To reflect the true proportions of youth that were employed or unemployed in each region, weighting factors were applied to the interviews. The formula used was:

$$\frac{\text{No. Employed or Unemployed in the Region}}{\text{Total Youth Labour Force (Canada)}} \times \frac{\text{Total Interviews (Canada)}}{\text{No. Interviews with Employed or Unemployed in the Region}}$$

TABLE B-7

### DISTRIBUTION OF THE SAMPLE AFTER WEIGHTING BY REGION AND LABOUR FORCE STATUS

|          | <u>Employed</u> | <u>Unemployed</u> | <u>Total</u> |
|----------|-----------------|-------------------|--------------|
| Atlantic | 203             | 54                | 257          |
| Quebec   | 611             | 136               | 747          |
| Ontario  | 898             | 120               | 1,018        |
| Prairies | 474             | 41                | 515          |
| B.C.     | 257             | 46                | 303          |
|          | <u>2,443</u>    | <u>397</u>        | <u>2,840</u> |

## The Questionnaire and the Calendar

All data are from in-person interviews which lasted up to one hour and were carried out at the respondent's residence. The main body of the interview schedule covers the respondents situation at the time of the survey (November or early December, 1977), during their last period of unemployment (if any) and at the time of school-leaving and labour force entry.

In addition, a retrospective longitudinal data base was created by focusing on the 24 month period from October 1975 to September 1977. The calendar was designed to be an inexpensive, efficient way of collecting longitudinal data. It had the advantage of minimizing respondent and coder-introduced variability for data on that period. It was, of course, subject to recall error which

presumably varied with the complexity of the respondent's behaviour and the elapsed time since its occurrence. Unlike longitudinal data from periodic panel surveys there was no loss due to geographic mobility and loss from decline in interest was very small.



COMPARISON OF SURVEY OF EMPLOYMENT AND UNEMPLOYMENT EXPERIENCE AND ATTITUDES  
OF YOUNG WORKERS (YOUTH SURVEY) AND LABOUR FORCE SURVEY (LFS) SAMPLES

Several demographic characteristics of the Youth Survey sample and the youth sample of the Labour Force Survey for November 1977 were compared. It was not expected that the two groups would be identical for two main reasons. First, full-time students were excluded from the Youth Survey, whereas they were included in the Labour Force Survey if they were also working full or part time or seeking part-time employment. According to the Labour Force Survey, full-time students constituted 19.5% of youth in the labour force in November 1977.

Secondly, aspects of the methods of data collection in the two surveys differed - the major difference being that in the Youth Survey the respondents were the direct source of data whereas in the LFS, information about the youth could have come from another member of the household.

A comparison of the Youth Survey and the total youth sample of the November 1977 Labour Force Survey found that overall the two samples were similar (see Tables C-1 to C-5).

TABLE C-1  
DISTRIBUTION OF SAMPLES BY SEX AND AGE

|                     | Youth<br>Survey<br>% | Labour Force<br>Survey/Nov. '77<br>% |
|---------------------|----------------------|--------------------------------------|
| Men                 |                      |                                      |
| 15-19               | 35.8                 | 38.9                                 |
| 20-24               | <u>64.1</u>          | <u>61.0</u>                          |
| Total               | <u>99.9</u>          | <u>99.9</u>                          |
| Men/All Ages        | 52.1                 | 54.5                                 |
| Women               |                      |                                      |
| 15-19               | 36.5                 | 40.8                                 |
| 20-24               | <u>63.4</u>          | <u>59.1</u>                          |
| Total               | <u>99.9</u>          | <u>99.9</u>                          |
| Women/All Ages      | 47.8                 | 45.5                                 |
| Both Sexes          |                      |                                      |
| 15-19               | 36.1                 | 39.7                                 |
| 20-24               | <u>63.8</u>          | <u>60.2</u>                          |
| Total               | <u>99.9</u>          | <u>99.9</u>                          |
| Both Sexes/All Ages | 99.9                 | 99.9                                 |

The proportion of men and women in the Youth Survey differed slightly from that in the Labour Force Survey. As well, respondents in the Youth Survey were slightly older than those in the Labour Force Survey.

TABLE C-2  
DISTRIBUTION OF SAMPLES BY SEX AND MARITAL STATUS

|            | Youth<br>Survey<br>% | Labour Force<br>Survey/Nov. '77<br>% |
|------------|----------------------|--------------------------------------|
| Men        |                      |                                      |
| Single     | 82.0                 | 75.1                                 |
| Married    | 16.4                 | 24.3                                 |
| Other*     | 1.6                  | .6                                   |
| Total      | <u>100.0</u>         | <u>100.0</u>                         |
| Women      |                      |                                      |
| Single     | 72.9                 | 65.9                                 |
| Married    | 24.4                 | 32.8                                 |
| Other*     | 2.8                  | 1.3                                  |
| Total      | <u>100.1</u>         | <u>100.0</u>                         |
| Both Sexes |                      |                                      |
| Single     | 77.6                 | 70.9                                 |
| Married    | 20.3                 | 28.1                                 |
| Other*     | 2.2                  | 1.0                                  |
| Total      | <u>100.0</u>         | <u>100.0</u>                         |

\* Includes separated, divorced and widowed.

The two samples varied significantly with respect to the marital status of the respondents. The Youth Survey sample contained a larger proportion of single respondents and respondents who were separated or divorced. Correspondingly, the Labour Force Survey sample contained many more married respondents than did the Youth Survey.



TABLE C-3

DISTRIBUTION OF SAMPLES BY SEX AND FULL/PART TIME EMPLOYMENT

|            | Youth<br>Survey<br>% | Labour Force<br>Survey/Nov. '77<br>% |
|------------|----------------------|--------------------------------------|
| Men        |                      |                                      |
| Full-Time  | 88.7                 | 79.6                                 |
| Part-time  | 11.2                 | 20.4                                 |
| Total      | <u>99.9</u>          | <u>100.0</u>                         |
| Women      |                      |                                      |
| Full-time  | 78.8                 | 71.5                                 |
| Part-time  | 21.1                 | 28.5                                 |
| Total      | <u>99.9</u>          | <u>100.0</u>                         |
| Both Sexes |                      |                                      |
| Full-time  | 83.9                 | 75.9                                 |
| Part-time  | 16.0                 | 24.1                                 |
| Total      | <u>99.9</u>          | <u>100.0</u>                         |

The incidence of part-time employment was substantially lower in the Youth Survey. This difference can probably be accounted for by the fact that full-time students were excluded from the Youth Survey even if they were employed part-time.

TABLE C-4  
UNEMPLOYMENT RATES OF SAMPLES BY SEX AND AGE

|            | Youth<br>Survey<br>% | Labour Force<br>Survey/Nov. '77<br>% |
|------------|----------------------|--------------------------------------|
| Men        |                      |                                      |
| 15-19      | 18.8                 | 18.7                                 |
| 20-24      | 12.4                 | 12.7                                 |
| 15-24      | 14.6                 | 15.0                                 |
| Women      |                      |                                      |
| 15-19      | 18.6                 | 16.1                                 |
| 20-24      | 11.5                 | 12.0                                 |
| 15-24      | 14.0                 | 13.7                                 |
| Both Sexes |                      |                                      |
| 15-19      | 18.6                 | 17.4                                 |
| 20-24      | 11.9                 | 12.4                                 |
| 15-24      | 14.4*                | 14.4                                 |

\*Weighted to match LFS rate.

The unemployment rates for the majority of age-sex sub-groups in both the Youth Survey and Labour Force Survey were quite similar. The younger women (15-19 yrs.) show the greatest spread, with those in the Youth Survey having a higher unemployment rate.

TABLE C-5

UNEMPLOYMENT RATES OF SAMPLES BY EDUCATIONAL ATTAINMENT

|                                         | Youth<br>Survey<br>% | Labour Force<br>Survey/Nov. '77<br>% |
|-----------------------------------------|----------------------|--------------------------------------|
| Any or Complete<br>Grade School         | 24.4                 | 25.5                                 |
| Any or Complete<br>High School          | 18.2                 | 15.2                                 |
| Any or Complete<br>Post-Secondary Educ. | 10.0                 | 10.5                                 |
| Total                                   | 14.4*                | 14.4                                 |

\*Weighted to match LFS rate.

Unemployment rates by level of formal education were quite similar for the Youth Survey and the November 1977 Labour Force Survey. The biggest difference in unemployment rate between these two samples was for youths with high school education. The Youth Survey found an unemployment rate three points higher than the LFS rate of 15.2 per cent.

It should be noted that published Labour Force Survey data does not distinguish between high school dropouts and students who have graduated from high school. This distinction was made in the Youth Survey and it was found that the unemployment rate for graduates was 11.1% and for drop-outs, 21.8%.



APPENDIX D

COMPARISON OF SURVEY OF EMPLOYMENT AND UNEMPLOYMENT EXPERIENCE AND ATTITUDES OF  
YOUNG WORKERS (YOUTH SURVEY) AND 1977 ANNUAL WORK PATTERNS SURVEY (AWPS).

In January 1978, Statistics Canada conducted an Annual Work Patterns Survey as a supplement to the Labour Force Survey, in order to collect information on the labour market activities of the working age population over the entire calendar year 1977. A draft of the findings, including breakouts of 15-24 year olds, was released for use in the interpretation of the Youth Survey. Overall, the results of the Youth Survey were found to be similar to those of the AWPS.

The structure and conceptualization of the two surveys are similar in their use of the retrospective method of collecting data; the AWPS for the year 1977 and the Youth Survey for a two-year period from October 1975 to September 1977. In addition, both surveys identify the months in which activities such as employment, or unemployment occurred, thereby generating data on dynamics of the labour force as well as estimates of total months of activities and total numbers of persons experiencing particular activities throughout the year(s).

However, the two samples differ and the results should be compared keeping these differences in mind. The Youth Survey sample was composed of approximately 2,800 non-student youths, aged 15 to 24, who were in the labour force in November 1977 when in-person interviews were held. The sample for the AWPS was that drawn from the January 1978 Labour Force Survey and thus entailed contacts with approximately 55,000 households. Interviews were carried out with one or more members of each household who provided information for all household members. The AWPS collected information on 1977 labour force activity of approximately 32,000 youths between 15 and 24 years of age.

The findings of the AWPS showed that 77.6% of the youth component in the sample were in the labour force at some time in 1977. The participation rate for young men was 83.1% which was substantially higher than the 72.1% rate of participation of young women. Similar measures are not available from Youth Survey data as the sample was composed solely of labour force participants.

The proportion of young labour force participants who experienced unemployment was similar in both surveys. The AWPS reported 32% had been without work in 1977; the Youth Survey found 38% over the two-year recall period.

Similar proportions of youth in both surveys were fully employed for a one-year period. Forty-five percent of youths in the AWPS who were in the labour force at some time in 1977 were employed for the whole year, compared to 49% of youths in the Youth Survey sample who were labour force participants between October 1976 and September 1977 (the second year of the retrospective calendar).

Both surveys gathered data on time employed, unemployed, and in the labour force and by way of comparison, respondents to the Youth Survey averaged substantially more time in the labour force, mainly because of the criterion that all respondents be labour force participants at the time of the survey.

However, the surveys yielded similar findings on time spent employed and unemployed. Employed young respondents in the AWPS averaged 35.6 weeks of work compared to approximately 69 weeks of work over two years for Youth Survey respondents. AWPS youths with any unemployment averaged 13.7 weeks without work in one year while Youth Survey respondents reported 28 weeks of unemployment over the two-year calendar period.

The distribution of the AWPS sample by the number of months of unemployment experienced over the 12 month period showed that a small proportion of the youths experienced very lengthy periods without work. In fact, 6.5% of the youths were estimated to have accounted for 52.1% of the total months of unemployment. The finding in the Youth Survey that 8.6% of the sample reported 53% of the unemployment is corroborated by the AWPS data.

METHODOLOGY OF THE DYNAMIC ASPECTS OF YOUTH UNEMPLOYMENT:

The relationship between gross monthly flows in the labour market and the stocks of employed (E), unemployed (U) and non-labour force (N) is relatively simple: in a given month the stocks are represented by people belonging to the same group as the previous month plus those that joined this group during the month. This relationship can be clearly illustrated by the following gross flow matrix:

TABLE E-1

GROSS FLOW MATRIX

|                                                | Status During the<br>Current Month (t) |      |      | Stocks in the<br>Previous Month (t-1) |
|------------------------------------------------|----------------------------------------|------|------|---------------------------------------|
|                                                | E                                      | U    | N    |                                       |
| Status during<br>the preceeding<br>month (t-1) | E EE                                   | EU   | EN   | E(t-1)                                |
|                                                | U UE                                   | UU   | UN   | U(t-1)                                |
|                                                | N NE                                   | NU   | NN   | N (t-1)                               |
| Stocks during the<br>current month             | E(t)                                   | U(t) | N(t) |                                       |

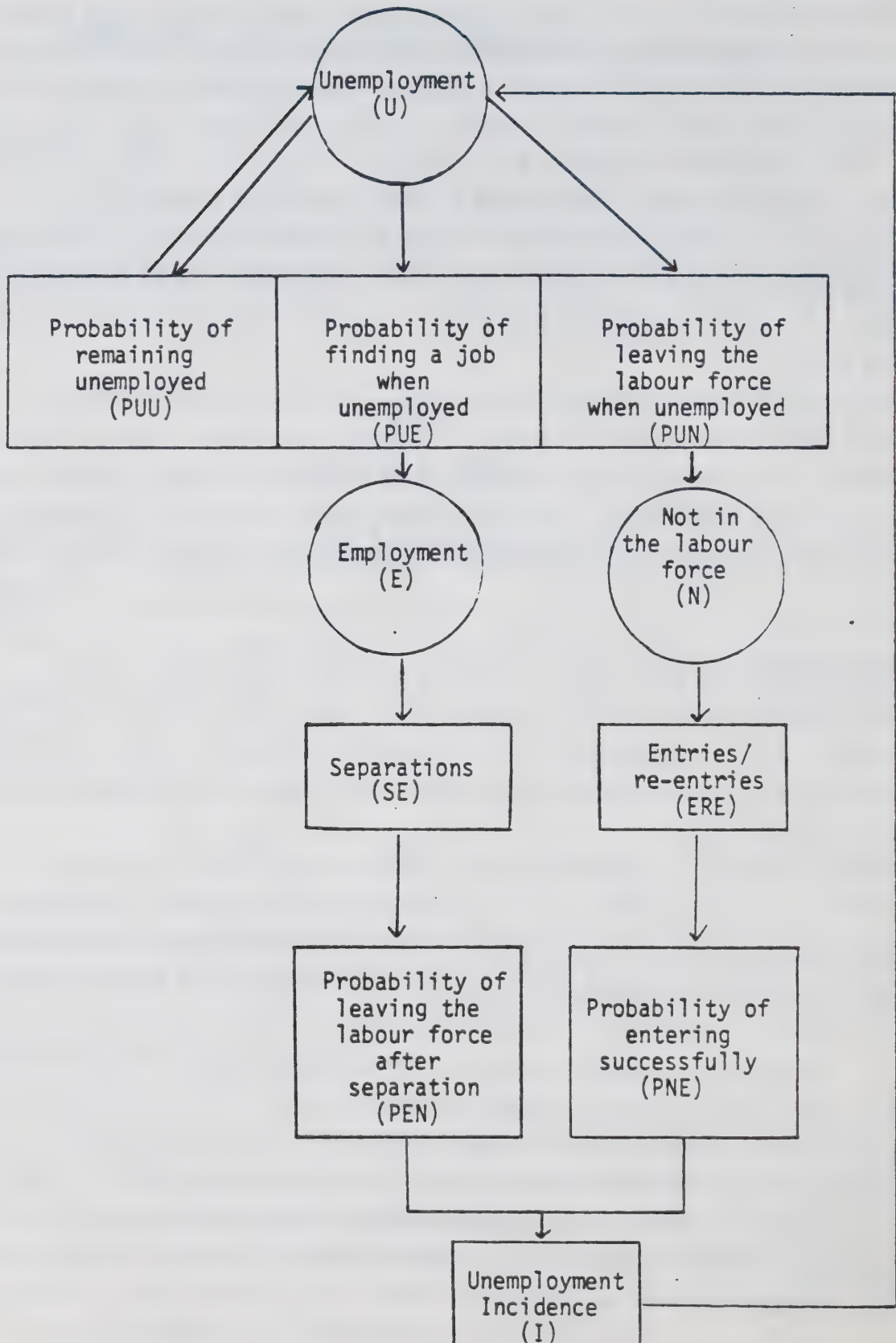
Every element of this matrix (EE, EU, etc.) indicates the number of people moving between the status mentioned from one month (t-1) to the next (t).

The estimates used for analysis are largely based on the hypothesis that the labour market is in equilibrium, meaning that the flows towards a stock are equal to the flows outside this stock (EU - NU - UE - UN); the implications of this hypothesis will not be discussed, but a comparison between actual unemployment rates and rates calculated during the analysis permit the conclusion that the hypothesis appears to be sufficiently reliable so that the results obtained are acceptable.

The methodology, or analytical method, used is presented in form of a graph on the following page.



DYNAMIC ASPECTS OF THE LABOUR MARKET



The relations which affect the unemployment rate can be described in three steps.

Firstly, the unemployment rate is broken down into its two fundamental dynamic aspects:

- 1) incidence of unemployment (I),
- 2) average duration of a completed spell of unemployment (D).

In the second step, the components of unemployment incidence are analysed to look more specifically at the following questions:

- 1) Does the entry/re-entry into the labour force affect the unemployment incidence because of differences in the proportion of the labour force composed of entrants/re-entrants (ERE) or because of differences in the probability of finding a job when entering/re-entering the labour force (PNE)?
- 2) Do job separations affect the unemployment incidence because of different proportions of the labour force losing or quitting jobs (SE) or because of differences in the probability of leaving the labour force after separation (PEN)?

In the third step the sources of differences in average duration of an unemployment spell are examined in order to find out if those differences are attributable to:

- 1) differences in the capacity to find a job when unemployed (PUE);
- 2) differences in the probability of leaving the labour force when unemployed (PUN).

ANALYSIS OF THE EFFECT OF CHARACTERISTICS OF YOUTH  
ON THEIR LABOUR MARKET SUCCESS

Essentially this analysis will be limited to a tentative explanation of the differences in the work ratio and average salary rates<sup>1</sup> of youths using various characteristics examined in the survey.

A. Methodology

In order to calculate the youths' labour market success the following two measurements were chosen - the ratio of the months worked by each individual to the months of labour force participation in the two-year observation period, calculated as follows:

$$\text{WRT} = \frac{\sum_{i=1}^{24} E_i}{\sum_{i=1}^{24} (E_i + U_i)}$$

Where  $i$  = months  
WRT = rate of months of employment  
 $E$  = months of employment  
 $U$  = months of unemployment  
and,

the average salary of each individual per month of labour force participation during the two-year observation period:

---

<sup>1</sup> This rate is the average salary per month of labour force participation.



$$\text{FPTSALRT} = (\text{FPTSAL}) (\text{WRT})$$

where FPTSALRT: average salary per month of labour force participation

FPTSAL: average salary per month of employment.

Whereas the WRT is a rather elementary measure of the success of an individual, the FPTSALRT qualifies it since the FPTSALRT considers not only the fact that the individual was employed for a given number of months but also the months of unemployment and the average salary while employed.

Only those youths who had had the experience of a full-time job since leaving school were included as this allowed the use of variables concerning job search techniques, reasons for leaving the first job and the occupational category of the first job<sup>2</sup>.

#### B. Model and hypotheses

The model to be considered is thus quite simple - a regression equation in which the WRT and the FPTSALRT rates are expressed as a function of economic, sociological, demographic and personal variables. The following are the expected effects (a priori) of each of these variables on youth success:

1. Living in a particular region of Canada increases the probability of success insofar as this region enjoys relatively favourable economic conditions;
2. Higher levels of education lead to greater success;

---

<sup>2</sup> These data were collected for the first full-time job only.

3. Young men show more employment instability than young women and thus their chances of success are fewer. However, the more bound young men feel to the labour force (family obligations), the greater their chances of success compared with young women who, insofar as they are dependent, have a greater freedom of choice. The sign of the coefficient of this variable will determine which of these factors has a stronger effect;
4. The father's occupation, representing the individual's social status, increases the success of a youth in proportion to the level of such status;
5. The fact that a youth is the main wage-earner increases his need to be employed and consequently, with any luck, his labour market success;
6. The more a youth likes to compete and wishes to reach the top in his line of work, the more energy he puts into looking for a job and thus the greater his chances of success;
7. Probability of success increases with age since age is a reflection of experience acquired;
8. The length of time since leaving school, reflecting labour force experience acquired, has a positive effect on success;
9. Looking for a particular type of job increases duration of unemployment in the short term, and this tends to reduce success. In the long term however, it has a positive effect on success;
10. The length of time elapsed before finding the first job has a negative effect on success;
11. Receiving counselling before entering the labour force has a positive effect on success;

12. Living alone or with others has an effect on labour market success;
13. Quitting one's first job regardless of the reason, has a negative effect on success. Moreover, certain reasons for quitting have an even greater negative effect on success;
14. Job search techniques have an effect on labour market success (here it is assumed that the techniques used to look for the first job are representative of the individual's job search techniques in general);
15. The occupational category of the first job has an effect on labour market success.

### C. Results

The results of the model are shown in Table F1 and F2 on the following pages and the variables used are defined in the appendix.

In general, it can be said that the variables selected account for only a small proportion of the variation in WRT although several variables are significant. On the other hand, almost 30% of the variation in FPTSALRT can be accounted for, the FPTSALRT being a much more refined measure of labour market success.

Needless to say, the two measures are completely different. Whereas the FPTSALRT makes it possible to distinguish between the success of two individuals whose work experience is identical, in the WRT the mere fact of having been employed more frequently, whatever the nature of this employment, is interpreted as success.

In all cases, the signs of the independent variables are as expected. It should be noted that when the FPTSALRT is used the only non-significant variables are ADVTEACH (whether or not counselling was received before leaving school) and method of job search, whereas in the case of the WRT, ADVTEACH, sex, age and time elapsed since leaving school are all non-significant.



TABLE F1  
RESULTS OF REGRESSION ANALYSIS  
(All individuals having had a full-time job)

Dependent variable: WRT

| Independent variables |    | Estimated Coefficients | Beta Coefficients | t-Test |
|-----------------------|----|------------------------|-------------------|--------|
| R1                    | ** | -5.09                  | -0.061(16)        | 3.01   |
| R2                    | ** | -4.55                  | -0.084(11)        | 3.80   |
| R4                    |    | 1.59                   | 0.026(29)         | 1.21   |
| R5                    | *  | -2.77                  | -0.036(24)        | 1.75   |
| Z2                    | ** | 4.27                   | 0.082(13)         | 2.25   |
| E3                    | ** | 9.03                   | 0.188(1)          | 4.51   |
| E4                    | ** | 9.34                   | 0.147(3)          | 3.90   |
| E5                    | ** | 6.71                   | 0.086(10)         | 2.37   |
| SEX                   |    | 0.02                   | 0.000(49)         | 0.00   |
| F2                    |    | -0.47                  | -0.009(43)        | 0.30   |
| F3                    |    | -1.20                  | -0.012(38)        | 0.54   |
| F4                    |    | -1.81                  | -0.018(32)        | 0.79   |
| F5                    |    | 1.28                   | 0.012(38)         | 0.53   |
| F6                    | ** | -5.15                  | -0.046(21)        | 2.10   |
| F7                    |    | -0.70                  | -0.014(35)        | 0.46   |
| F8                    |    | -2.88                  | -0.037(23)        | 1.48   |
| MAINEARN              | ** | 5.76                   | 0.103(7)          | 3.82   |
| LCOMPETE              | ** | 2.30                   | 0.048(19)         | 2.46   |
| AGE                   |    | 0.18                   | 0.017(33)         | 0.52   |
| STBSTUD               |    | -0.00                  | -0.004(46)        | 0.14   |
| PARTYPE               | ** | 2.31                   | 0.048(19)         | 2.32   |
| TIMEGET1              |    | 8.64                   | 0.182(2)          | 8.90   |
| ADVTEACH              |    | 1.00                   | 0.021(31)         | 1.06   |
| LS2                   | ** | 6.52                   | 0.107(6)          | 3.20   |
| LS3                   | ** | 7.10                   | 0.147(3)          | 3.28   |
| LS4                   | *  | 4.33                   | 0.059(17)         | 1.91   |
| LEAVE2                | ** | -22.43                 | -0.095(8)         | 4.93   |
| LEAVE3                | ** | -11.53                 | -0.115(5)         | 5.86   |
| LEAVE4                | ** | -8.02                  | -0.075(14)        | 3.82   |
| LEAVE5                |    | -2.29                  | -0.012(38)        | 0.64   |
| LEAVE6                | ** | -19.14                 | -0.090(9)         | 4.55   |
| LEAVE7                |    | -3.35                  | -0.014(35)        | 0.74   |
| LEAVE8                |    | 1.93                   | 0.009(43)         | 0.48   |
| LEAVE9                |    | 12.17                  | 0.032(26)         | 1.63   |
| LEAVE10               | ** | -4.32                  | -0.035(25)        | 3.61   |
| METHOD 1              |    | -0.60                  | -0.006(45)        | 0.32   |
| METHOD 2              |    | 0.34                   | 0.003(47)         | 0.14   |
| METHOD 3              |    | 0.90                   | 0.010(42)         | 0.49   |
| METHOD 4              |    | 0.68                   | 0.013(37)         | 0.61   |
| METHOD 6              |    | 2.00                   | 0.012(38)         | 0.60   |
| METHOD 7              | ** | 5.64                   | 0.069(15)         | 3.30   |
| METHOD 8              |    | 3.72                   | 0.028(28)         | 1.42   |
| FIRSTJ 1              | ** | 6.99                   | 0.083(12)         | 3.35   |
| FIRSTJ 2              | ** | 6.00                   | 0.041(22)         | 2.03   |
| FIRSTJ 3              | ** | 3.29                   | 0.058(18)         | 2.23   |
| FIRSTJ 4              |    | 2.13                   | 0.025(30)         | 1.15   |
| FIRSTJ 5              |    | 1.93                   | 0.015(34)         | 0.74   |
| FIRSTJ 6              |    | -0.12                  | -0.002(48)        | 0.08   |
| FIRSTJ 7              |    | 2.13                   | 0.030(27)         | 1.36   |

R<sup>2</sup>: 0.165

R<sup>2</sup>: 0.148

F: 9.48

\*\* 95% significance level  
\* 90% significance level  
Number of cases: 2,399

TABLE F2  
RESULTS OF REGRESSION ANALYSIS  
(all individuals having had a full-time job)

Dependent variable: FPTSALRT

| Independent variables |    | Estimated Coefficients | Beta Coefficients | t-Test |
|-----------------------|----|------------------------|-------------------|--------|
| R1                    | ** | -67.49                 | -0.061(20)        | 3.00   |
| R2                    | ** | -78.91                 | -0.109(9)         | 4.94   |
| R4                    | ** | 63.34                  | 0.081(14)         | 3.73   |
| R5                    | ** | 54.35                  | 0.054(24)         | 2.64   |
| E2                    |    | 35.40                  | 0.051(25)         | 1.44   |
| E3                    | ** | 66.32                  | 0.105(10)         | 2.56   |
| E4                    | ** | 79.95                  | 0.095(12)         | 2.58   |
| E5                    | ** | 129.61                 | 0.122(6)          | 3.48   |
| SEX                   | ** | 116.98                 | 0.180(2)          | 7.60   |
| F2                    |    | -10.64                 | -0.015(46)        | 0.51   |
| F3                    |    | -18.78                 | -0.014(47)        | 0.63   |
| F4                    | ** | -60.16                 | -0.045(27)        | 2.00   |
| F5                    |    | -49.62                 | -0.034(31)        | 1.56   |
| F6                    |    | -28.35                 | -0.018(43)        | 0.85   |
| F7                    |    | -25.52                 | -0.038(30)        | 1.26   |
| F8                    |    | -32.39                 | -0.032(33)        | 1.28   |
| MAINEARN              | ** | 84.15                  | 0.115(8)          | 4.31   |
| LCOMPETE              | ** | 34.56                  | 0.055(23)         | 2.79   |
| AGE                   | ** | 31.51                  | 0.215(1)          | 6.57   |
| STBSTUD               | ** | 1.84                   | 0.139(3)          | 4.38   |
| PARTYPE               | ** | 37.31                  | 0.059(21)         | 2.84   |
| TIMEGET1              | ** | 80.86                  | 0.127(5)          | 6.37   |
| ADVTEACH              |    | 12.41                  | 0.019(39)         | 1.01   |
| LS2                   | ** | 96.31                  | 0.121(7)          | 3.65   |
| LS3                   | ** | 87.95                  | 0.138(4)          | 3.11   |
| LS4                   | ** | 84.09                  | 0.087(13)         | 2.84   |
| LEAVE2                | ** | -193.65                | -0.067(18)        | 3.52   |
| LEAVE3                | ** | -98.34                 | -0.078(15)        | 3.94   |
| LEAVE4                | ** | -85.61                 | -0.064(19)        | 3.29   |
| LEAVE5                | *  | -78.26                 | -0.034(31)        | 1.76   |
| LEAVE6                | ** | -210.49                | -0.074(16)        | 3.80   |
| LEAVE7                |    | -75.97                 | -0.026(35)        | 1.39   |
| LEAVE8                |    | 49.97                  | 0.019(39)         | 1.00   |
| LEAVE9                |    | 99.60                  | 0.018(43)         | 0.96   |
| LEAVE10               | ** | -41.20                 | -0.056(22)        | 2.70   |
| METHOD 1              |    | -23.02                 | -0.019(39)        | 0.95   |
| METHOD 2              |    | -44.20                 | -0.031(34)        | 1.54   |
| METHOD 3              |    | -24.99                 | -0.021(38)        | 1.05   |
| METHOD 4              |    | -0.63                  | -0.001(49)        | 0.04   |
| METHOD 6              |    | 40.39                  | 0.019(39)         | 0.97   |
| METHOD 7              |    | 24.28                  | 0.023(36)         | 1.11   |
| METHOD 8              |    | 38.65                  | 0.023(36)         | 1.17   |
| FIRSTJ 1              | ** | 105.16                 | 0.098(11)         | 3.70   |
| FIRSTJ 2              |    | 23.29                  | 0.072(17)         | 0.59   |
| FIRSTJ 3              |    | -2.27                  | -0.003(48)        | 0.10   |
| FIRSTJ 4              | ** | -45.78                 | -0.041(28)        | 1.86   |
| FIRSTJ 5              |    | -27.49                 | -0.017(45)        | 0.81   |
| FIRSTJ 6              | ** | -45.33                 | -0.049(26)        | 2.16   |
| FIRSTJ 7              | *  | 36.70                  | 0.040(29)         | 1.77   |

R<sup>2</sup>: 0.314

R<sup>2</sup>: 0.297

F: 15.42

\*\* 95% significance level

\* 90% significance level

Number of cases: 2,399

There are many interesting differences in the relationship between the independent variables and the two dependent variables. At the regional level, the work experience of young people (WRT) suggests that it is more advantageous to live in Ontario or in the Prairie provinces than in the Atlantic region. When the salary variable is used to complement this measure of success (that is, when the FPTSALRT is used), the Prairies, followed by British Columbia, are the most favourable regions while Quebec is the least favourable.

The father's occupation has an effect on WRT, only in the case where the father is employed in sales. If the professional and technical occupational group is taken as the standard of reference, having a father who is employed in sales would reduce the probability of success.

With regard to education, WRT increases significantly when secondary school has been completed but after this level there is no marked advantage to continuing one's education. It was even noted that, on the average, those who had a university degree had a lower WRT than those who had only completed secondary school or some of the courses leading to a university degree. The advantage of higher education becomes clear in the analysis of FPTSALRT where there is a significant increase at each successive level of education completed.

Different types of initial jobs affect both measures of success. On the one hand, WRT is affected positively by initial employment in professional and technical fields, in management and in clerical and secretarial services. On the other hand, FPTSALRT is affected positively by employment in professional and technical fields and in skilled trades and negatively affected by an initial job in sales or personal services.

Only one method of finding a first job has an effect on WRT, namely obtaining the job as a result of a part-time job, in which case the effect is positive. Job search techniques have no effect on FPTSALRT.



The reasons for quitting or losing one's first job negatively affect both dependent variables<sup>3</sup>. Significant reasons include dismissal, lay-off, a temporary first job and pregnancy or marriage.

After considering all individuals who had held a full-time job, it was then decided to study only those who had been in the labour market for twenty-four months (E or U) during the two-year calendar period. This made it easier to accurately interpret the measures of success defined earlier. Taking all cases into consideration included situations where individuals had work ratios of 100% and were only in the labour market a few months. The inclusion of many cases with only a few months of labour force participation or even cases with varying lengths of participation would deprive the WRT of some of its value as a measure of success. This is also true of FPTSALRT since one of its components is the WRT.

The results of the second test, in which only those individuals who had been in the labour market for twenty-four months were studied, are shown in Tables F3 and F4 on the following pages.

First of all, it should be noted that the level of explanation of the variation in the two dependent variables is approximately the same as in the first test. However there are several differences regarding the relationships between variables. The following are some of the more important ones:

- when all the cases were considered, the only time father's occupation had a significant negative effect on FPTSALRT was when the father was employed in sales. However when the limited sample was used, six occupational groups had a significant negative effect on FPTSALRT;
- counselling received before leaving school had the expected positive effect on FPTSALRT when the analysis was limited to those who had been in the labour market for twenty-four months;

<sup>3</sup> This does not mean the magnitude of the effects are identical. To determine the magnitude, the Beta co-efficients are compared.

TABLE F3

RESULTS OF REGRESSION ANALYSIS  
(all individuals having had a full-time job  
and been on the labour market for twenty-four months)

Dependent variable: WRT

| Independent variables |    | Estimated Coefficients | Beta Coefficients | t-Test |
|-----------------------|----|------------------------|-------------------|--------|
| R1                    | ** | -5.06                  | -0.062(19)        | 2.12   |
| R2                    | ** | -4.55                  | -0.083(11)        | 2.55   |
| R4                    |    | 0.98                   | -0.016(40)        | 0.51   |
| R5                    |    | -3.11                  | 0.040(28)         | 1.37   |
| E2                    |    | 2.82                   | 0.054(21)         | 1.06   |
| E3                    | ** | 9.20                   | 0.190(2)          | 3.29   |
| E4                    | ** | 8.13                   | 0.116(8)          | 2.40   |
| E5                    |    | 6.54                   | 0.064(17)         | 1.52   |
| SEX                   |    | 1.24                   | 0.026(33)         | 0.74   |
| F2                    |    | -0.21                  | -0.004(47)        | 0.08   |
| F3                    |    | -1.11                  | -0.011(42)        | 0.32   |
| F4                    |    | 3.80                   | 0.035(31)         | 1.04   |
| F5                    |    | -2.76                  | -0.023(36)        | 0.70   |
| F6                    | ** | -7.86                  | -0.071(15)        | 2.11   |
| F7                    |    | -0.23                  | -0.004(47)        | 0.09   |
| F8                    |    | -1.35                  | -0.018(39)        | 0.46   |
| MAINEARN              | ** | 7.91                   | 0.151(3)          | 3.92   |
| LCOMPETE              | ** | 3.06                   | 0.063(18)         | 2.22   |
| AGE                   | *  | 1.04                   | 0.083(11)         | 1.94   |
| STBSTUD               |    | -0.07                  | -0.069(16)        | 1.62   |
| PARTYPE               |    | 2.09                   | 0.042(26)         | 1.46   |
| TIMEGET1              | ** | 4.57                   | 0.095(10)         | 3.35   |
| ADVTEACH              |    | 1.05                   | 0.021(38)         | 0.77   |
| LS2                   | ** | 8.18                   | 0.150(4)          | 3.14   |
| LS3                   | ** | 11.51                  | 0.239(1)          | 3.94   |
| LS4                   | ** | 7.54                   | 0.102(9)          | 2.45   |
| LEAVE2                | ** | -26.90                 | -0.123(7)         | 4.49   |
| LEAVE3                | ** | -14.65                 | -0.148(5)         | 5.27   |
| LEAVE4                |    | -5.31                  | -0.048(24)        | 1.70   |
| LEAVE5                |    | -1.43                  | -0.009(44)        | 0.32   |
| LEAVE6                | ** | -27.89                 | -0.137(6)         | 4.81   |
| LEAVE7                |    | -4.59                  | -0.022(37)        | 0.81   |
| LEAVE8                |    | 2.26                   | 0.008(45)         | 0.31   |
| LEAVE9                | *  | 16.44                  | 0.052(22)         | 1.36   |
| LEAVE10               | *  | -2.99                  | -0.056(20)        | 1.93   |
| METHOD 1              |    | 2.38                   | -0.025(35)        | 0.88   |
| METHOD 2              |    | -3.95                  | -0.037(30)        | 1.28   |
| METHOD 3              |    | 0.23                   | 0.002(49)         | 0.09   |
| METHOD 4              |    | 0.34                   | 0.007(46)         | 0.21   |
| METHOD 6              |    | 2.06                   | 0.012(41)         | 0.42   |
| METHOD 7              | ** | 6.41                   | 0.077(13)         | 2.58   |
| METHOD 8              |    | 5.81                   | 0.042(26)         | 1.49   |
| FIRSTJ 1              |    | 5.10                   | 0.048(24)         | 1.50   |
| FIRSTJ 2              |    | 4.28                   | 0.030(32)         | 1.03   |
| FIRSTJ 3              | ** | 4.25                   | 0.076(14)         | 1.98   |
| FIRSTJ 4              | *  | 4.67                   | 0.052(22)         | 1.72   |
| FIRSTJ 5              |    | 1.29                   | 0.010(43)         | 0.35   |
| FIRSTJ 6              |    | 2.94                   | 0.040(28)         | 0.40   |
| FIRSTJ 7              |    | 1.78                   | 0.026(33)         | 0.84   |

R<sup>2</sup>: 0.195

R<sup>2</sup>: 0.161

F: 5.67

\*\* 95% significance level

\* 90% significance level

Number of cases: 1,197

TABLE F4

RESULTS OF REGRESSION ANALYSIS  
(all individuals having had a full-time job  
and been on the labour market for twenty-four months)

Dependent Variable: FPTSALRT

| Independents variables |    | Estimated Coefficients | Beta Coefficients | t-Test |
|------------------------|----|------------------------|-------------------|--------|
| R1                     | ** | -75.89                 | -0.068(24)        | 2.30   |
| R2                     | ** | -109.73                | -0.148(4)         | 4.46   |
| R4                     | ** | 62.82                  | 0.076(17)         | 2.40   |
| R5                     |    | 36.32                  | 0.035(35)         | 1.18   |
| E2                     |    | 44.85                  | 0.063(25)         | 1.24   |
| E3                     | *  | 65.75                  | 0.100(12)         | 1.71   |
| E4                     |    | 68.02                  | 0.071(22)         | 1.47   |
| E5                     | *  | 100.27                 | 0.070(23)         | 1.68   |
| SEX                    | ** | 130.36                 | 0.197(2)          | 5.50   |
| F2                     | ** | -86.33                 | -0.115(9)         | 2.42   |
| F3                     |    | -62.41                 | -0.045(32)        | 1.30   |
| F4                     | ** | -105.35                | -0.074(19)        | 2.15   |
| F5                     | ** | -159.77                | -0.097(15)        | 2.96   |
| F6                     | *  | -86.59                 | -0.055(28)        | 1.65   |
| F7                     | ** | -106.10                | -0.152(3)         | 3.04   |
| F8                     | ** | -108.20                | -0.109(10)        | 2.70   |
| MAINEARN               | ** | 86.16                  | 0.122(5)          | 3.15   |
| LCOMPETE               | *  | 35.52                  | 0.049(31)         | 1.72   |
| AGE                    | ** | 36.03                  | 0.209(1)          | 4.82   |
| STBSTUD                | ** | 1.74                   | 0.116(8)          | 2.70   |
| PARTYPE                | ** | 51.34                  | 0.076(17)         | 2.62   |
| TIMEGET1               | ** | 48.88                  | 0.074(19)         | 2.62   |
| ADVTEACH               | ** | 48.48                  | 0.072(21)         | 2.61   |
| LS2                    | ** | 86.62                  | 0.118(6)          | 2.44   |
| LS3                    | *  | 76.48                  | 0.117(7)          | 1.90   |
| LS4                    |    | 59.50                  | 0.059(27)         | 1.40   |
| LEAVE2                 | ** | -241.91                | -0.087(16)        | 3.18   |
| LEAVE3                 | ** | -131.98                | -0.100(12)        | 3.54   |
| LEAVE4                 | *  | -77.90                 | -0.055(28)        | 1.94   |
| LEAVE5                 |    | -82.03                 | -0.037(34)        | 1.36   |
| LEAVE6                 | ** | -329.70                | -0.109(10)        | 3.98   |
| LEAVE7                 | *  | -117.98                | -0.044(33)        | 1.64   |
| LEAVE8                 |    | -6.01                  | -0.002(49)        | 0.06   |
| LEAVE9                 |    | 120.62                 | 0.025(40)         | 0.89   |
| LEAVE10                | ** | -42.53                 | -0.060(26)        | 2.03   |
| METHOD 1               |    | -46.09                 | -0.032(36)        | 1.11   |
| METHOD 2               |    | -40.98                 | -0.029(38)        | 0.98   |
| METHOD 3               |    | -37.22                 | -0.031(37)        | 1.06   |
| METHOD 4               |    | 4.23                   | 0.006(48)         | 0.20   |
| METHOD 6               |    | 62.05                  | 0.028(39)         | 0.96   |
| METHOD 7               |    | 24.32                  | 0.022(44)         | 0.73   |
| METHOD 8               |    | 44.52                  | 0.024(41)         | 0.85   |
| FIRSTJ 1               |    | 140.09                 | 0.099(14)         | 2.97   |
| FIRSTJ 2               |    | -37.75                 | -0.019(45)        | 0.65   |
| FIRSTJ 3               |    | -10.09                 | -0.014(47)        | 0.33   |
| FIRSTJ 4               |    | -27.55                 | -0.023(43)        | 0.73   |
| FIRSTJ 5               |    | -41.83                 | -0.024(41)        | 0.82   |
| FIRSTJ 6               |    | -14.89                 | -0.015(46)        | 0.47   |
| FIRSTJ 7               | *  | 49.65                  | 0.054(30)         | 1.69   |

R<sup>2</sup>: 0.315

R<sup>2</sup>: 0.281

F: 9.23

\*\* 95% significance level

\* 90% significance level

Number of cases: 1,033



- age had the predicted positive effect on WRT when only those individuals who had been in the labour market for twenty-four months were considered;
- whereas when all the cases were considered, an initial job in professional and technical fields, management, and clerical and secretarial services had a significant positive effect on WRT, two of these groups no longer had any significant effect when the study was limited to those who had been in the labour market for twenty-four months and employment in sales or clerical and secretarial services now had a significant positive effect.

### Conclusions

As mentioned earlier, since the FPTSALRT complements the WRT, the FPTSALRT is probably the better of the two measures chosen to represent success in this study. Other authors have also suggested that a measure combining income and time employed would be an ideal way to gauge the success of an individual:

The principal objective of labour market activity - whether stable or unstable, well paid or poorly paid - is income. Hourly wages combine with hours and weeks worked, interspersed with period of unemployment or spells out of the labour force, to yield annual income. Income probably serves as the best summary measure of what recent economic activity means in economic terms to an individual<sup>4</sup>.

When the FPTSALRT is calculated only for those individuals in the labour market for twenty-four months, it becomes a simple multiple of annual income<sup>5</sup>.

<sup>4</sup> Stephenson, Wayne, "The transition from School to Work", in The Lingering Crisis of Youth Unemployment by Arvil Adams and Garth L. Mangum (eds.), Upjohn Institute for Employment Research, June 1978, p. 78.

<sup>5</sup> In fact, one has only to multiply the FPTSALRT by 12 to get the average annual income.

While it is acknowledged that measures of success might take many other factors into account, WRT and FPTSALRT were used because of the desire for a straightforward definition which would facilitate the interpretation of regression results.

The results verified the main hypotheses normally put forth in connection with the labour market situation of youth and, in most cases, it can be concluded that the success of youths is influenced by the explanatory variables selected<sup>6</sup>.

---

<sup>6</sup> This comment is based on the results presented in Table F4. These results are believed to be the most reliable since:

1. the FPTSALRT is a more refined measure of success in that it considers income and labour force experience; and
2. when the study is limited to those in the labour market for twenty-four months, FPTSALRT becomes a more accurate measure of success.

These results show that only the job search technique variable has absolutely no effect on success. Needless to say, by choosing these results as the most "reliable" means of measuring success, a certain degree of reliability is clearly foregone in that other observations are disregarded.

APPENDIX  
Definition of variables

- ADVTEACH: 1 if counselling was received before leaving school, 0 if not.
- AGE: age of respondent.
- E1: 1 if grade school was partially or fully completed, 0 if another level of education.
- E2: 1 if secondary school was partially completed, 0 if another level of education.
- E3: 1 if secondary school was completed, 0 if another level of education.
- E4: 1 if some courses leading to a university degree were completed, 0 if not.
- E5: 1 if university degree obtained, 0 if not.
- F1: 1 if father's occupation was professional or technical, 0 if other.
- F2: 1 if father's occupation was in management, 0 if other.
- F3: 1 if father's occupation was in the clerical or secretarial field, 0 if other.
- F4: 1 if father's occupation was in sales, 0 if other.
- F5: 1 if father's occupation was in personal services, 0 if other.
- F6: 1 if father's occupation was in personal services, 0 if other.
- F7: 1 if father's occupation was in the skilled trades, 0 if other.
- F8: 1 if father worked in an unskilled occupation, 0 if other.
- FIRSTJ1: 1 if first full-time job was professional or technical, 0 if not.
- FIRSTJ2: 1 if first full-time job was in management, 0 if other.
- FIRSTJ3: 1 if first full-time job was in the clerical or secretarial field, 0 if other.
- FIRSTJ4: 1 if first full-time job was in sales, 0 if other.
- FIRSTJ5: 1 if first full-time job was in public service, 0 if other.
- FIRSTJ6: 1 if first full-time job was in personal services, 0 if other.
- FIRSTJ7: 1 if first full-time job was in the skilled trades, 0 if other.
- FIRSTJ8: 1 if first full-time job was an unskilled occupation, 0 if other.
- LCOMPETE: 1 if liked to compete with others, 0 if not.
- LEAVE1: 1 if quit first full-time job, 0 if not.
- LEAVE2: 1 if dismissed from first full-time job, 0 if not.
- LEAVE 3: 1 if laid off from first full-time job, 0 if not.
- LEAVE 4: 1 if first full-time job was temporary, 0 if not.



APPENDIX (cont'd)

- LEAVE5: 1 if first full-time job ended because firm shut down, 0 if not.
- LEAVE6: 1 if left first full-time job because of marriage or pregnancy, 0 if not.
- LEAVE7: 1 if left first full-time job because of illness, 0 if not.
- LEAVE8: 1 if left first full-time job to return to school, 0 if not.
- LEAVE9: 1 if did not quit first full-time job, 0 if did.
- LEAVE10: 1 if left first full-time job for other reasons not specified, 0 if still employed.
- LS1: 1 if lived alone, 0 if lived with others.
- LS2: 1 if lived with husband or wife, 0 if lived alone or with others.
- LS3: 1 if lived with parents, 0 if lived alone or with others.
- LS4: 1 if lived with friends, 0 if lived alone or with others.
- MAINEARN: 1 if was main wage-earner, 0 if not.
- METHOD 1: 1 if obtained first full-time job through Manpower Centre, 0 if other.
- METHOD 2: 1 if obtained first full-time job through school, 0 if other.
- METHOD 3: 1 if obtained first full-time job by answering an ad, 0 if other.
- METHOD 4: 1 if obtained first full-time job by making applications, 0 if other.
- METHOD 5: 1 if obtained first full-time job through friends or relatives, 0 if other.
- METHOD 6: 1 if obtained first full-time job through an agency, 0 if other.
- MEHTOD 7: 1 if obtained first full-time job as a result of a part-time job, 0 if other.
- MEHTOD 8: 1 if obtained first full-time job by another method, 0 if not.
- PARTYPE: 1 if was originally looking for a particular type of job, 0 if not.
- R1: 1 if region of residence was Atlantic, 0 if other.
- R2: 1 if region of residence was Quebec, 0 if other.
- R3: 1 if region of residence was Ontario, 0 if other.
- R4: 1 if region of residence was Prairies, 0 if other.
- R5: 1 if region of residence was British Columbia, 0 if other.
- SEX: 1 if male, 0 if female.
- STBSTUD: time elapsed since leaving school (months).
- TIMEGET1: 1 if number of months before obtaining first job was one month or less, 0 if more than 1 month.

FOCUS GROUP DISCUSSIONS<sup>1</sup>

Introduction

Interviews with twenty-four focus groups were conducted across Canada during the last three weeks of July, 1977, by Complan Research Associates Ltd. The focus groups were used as an exploratory medium. The objective was to elicit attitudes and behavioural patterns which could later be examined in individual interviews on a large scale. Furthermore, it was felt that overall impressions of the situation of young Canadians could be gleaned by this technique.

These groups were composed of persons who did not intend to return to school. Patterns of labour force activity and work attitudes were examined using five independent variables: age, sex, mother tongue, region and socio-economic class. Mother tongue was the only variable that had no impact. Entering the labour force and moving up the career ladder presented the same problems for English-speaking and French-speaking youth.

The 16 to 19 year old group had less experience in the labour market and therefore had much less to say about job search and job satisfaction. For them the future was 'tomorrow morning'. They found it difficult, for the most part, to speculate about their lives too far into the future. If anything, the girls appeared more mature and settled than the boys. The 20 to 24 year old groups, on the other hand, had had more experience with jobs and the experience bred a certain cynicism in many of them. It's not what you know but who you know that matters in getting a job. Both groups were not achievers, with very few exceptions. Many were high school dropouts. Most of the others graduated

---

<sup>1</sup> This Appendix is an edited version of the report originally prepared by Complan Research Associates.

from high school and then did not continue with their education. A very few went to university and were disillusioned, and a few others graduated from university.

Females were more optimistic than males as far as work and the job market was concerned. Not only were they more optimistic, they also seemed more aggressive about finding work. On the other hand, they were somewhat less selective in the types of jobs they would accept. What one might consider a dead end, boring job (e.g., stock taking) they were able to endow with some aura of interest to take away the boredom of the task. The males were not as positive. "I'd rather be on welfare than take that job" was the type of attitude encountered among the men. However it was not quite that simple because the variable of region went hand in hand with enthusiasm. In a reasonably high employment area young men were optimistic, felt that they would succeed in life, that no one needed to be out of work, and that they would end up having a better life than their parents had. But in depressed areas such as Moncton, Fredericton or Chicoutimi there was much more a feeling of despair. They would take any job, and being "on unemployment" was, as one youth put it, "part of the local culture down here." However it should be noted that regardless of age or sex, or for that matter, mother tongue or region, these people were very much imbued with the traditional social values - the work ethic, perhaps - of their parents. In modern parlance they were very 'square' with but a few rebels among them. Following this their expectancies out of life were fairly traditional and simple - a wife/husband, some kids, a home and, more immediately, a car or motorcycle. They also knew or knew of people 'who ripped off the system', but they resented these people.

As already mentioned, region had a lot to do with outlook. The 21 year old living in Vancouver was much more 'up' on life than his counterpart in Moncton. A boy in affluent cottage country in Ontario was much more likely to say, "Yes, I'll make a success out of life" than the same type in Marysville who



was either unemployed or in a dead-end job. A girl in Toronto with a good job had a much brighter outlook than her counterpart in a small Quebec town where jobs were scarce and she had to work below minimum wage and the best job she could get was babysitting. In depressed areas that have traditionally been depressed areas (e.g., Moncton, N.B.) conditions affected the outlooks and aspirations of their young citizens. For them any job was acceptable as long as it was a job. There was more of an air of pessimism in these places than in the big cities, for instance - Montreal, Toronto, Vancouver - where you could always get a job. It may not be exactly what you want, but you could always get a job in these places.

If age, sex and region did colour the outlooks of these young people, their socio-economic background did so only peripherally. Sometimes it was difficult to tell from responses to which class respondents belonged since ideals, principles and goals were so similar across working-class and middle-class groups. In Thunder Bay, for example, the moderator felt he was talking to middle-class people until someone mentioned in passing that he knew everyone here had to be from a working-class background because that was one of the qualifiers. Similarly, when two groups were conducted in Trois Rivieres and Quebec on the same evening, it was not until later that the moderator realized that what sounded to him like working-class people was, in fact, a middle-class group and visa versa.

Their goals in life were very ordinary. While some, particularly among the women, expressed a desire to travel and see other parts of the world, for most life meant getting married, having children and buying a home. Most reflected their parents in saying that owning their own home was important. Having property was important.

School was looked upon as a good experience because they learned how to live and get along with other people. This was its chief benefit and most of the subjects taught (except mathematics and English) were looked upon as having little practical value in the real world.

One teenager commented, "I think school can help you, but it all depends upon whether you are interested in being treated with what the school has to offer. If you want to be a cook, you can take cooking; you want to be a biologist, you can take biology; but if you don't know what you are going to do, then school is of really no help to you... Most people are just wasting their time for they don't know what to do, and that's what happened to me - I just wasted my time".

For the men, having a trade was seen as the best way to get ahead. That, coupled with working for oneself, was for them the best possible combination for getting ahead.

Surprisingly many or most of them were in debt. The men bought cars and motorcycles, the women clothes.

Their financial situation interacted with the way they looked upon a job. For instance, they would put up with a boring and dull job provided it paid well and helped them get out of debt. In the long run they would prefer an interesting job they liked doing even if it paid less. The women seemed to have less problems getting a job. Perhaps this is because there are more jobs around for them, e.g., service industries. Also they were less choosy as to what constituted a good job.

While some admitted they liked being on unemployment - it was like a short holiday - in the end they wanted to work, more so because they were bored rather than because they needed the money.

Very few of them were married and therefore had not formulated plans for the future. Most of them just wanted to live day by day and worry about the future in the future. They were basically optimistic - the optimism of youth. Even if they were unemployed, they felt that something would turn up for the better. Some who enjoyed periods of unemployment felt their parents did not understand them. Most felt they would end up having a better life than their parents. While on the one hand they felt there was more to life than work and they should enjoy themselves while they were still young, on the other hand they all wanted to get jobs now and start careers.

If there is a sub-culture among the young, embracing the welfare system and rebellion against work, it was not found among these people. They all had friends and acquaintances who were making careers out of being on unemployment insurance and welfare, but they disapproved, sometimes very strongly, of this attitude. Perhaps that type of person would never agree to come out to a focus group. It was suggested at one group that if we wanted to find out about unemployment and ripping off the welfare system we would do well to go down to the local park and talk to the occupants of the benches.

Many claimed they would like to return to school to upgrade their education or get a trade, but few were taking any practical steps, such as setting aside money to live on while they took a trade. Some, not all, were aware of government retraining programs, but they complained that the salary paid during retraining was barely enough for one to exist, let alone have a few of the luxuries of life. For the most part they were not willing to sacrifice any of their present life style to return to school and upgrade their skills. Even if the standard of life they had established thus far was limited, it was better than what they would have to endure during a retraining period and they were not prepared to make any changes. One noted you could live better on unemployment than during job retraining.

This attitude was not entirely universal. Some were on waiting lists to get into trade schools, and a few were upgrading subjects so they could



qualify. If job retraining programs were better understood by them, perhaps more would take practical steps to get a trade, but there was a certain attitude present among some that 'something would come along'.













